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Proposed programme budget for the biennium 2010-2011*

Part VI
Human rights and humanitarian affairs

Section 23
Human rights

(Programme 19 of the strategic framework for the period 2010-2011)**

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* A summary of the approved programme budget will subsequently be issued as *Official Records of the General Assembly, Sixty-fourth Session, Supplement No. 6* (A/64/6/Add.1).

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Overview

Table 23.1 **Estimate of expenditure**

Proposal submitted by the Secretary-General	$139,161,500[a]
Revised appropriation for 2008-2009	$127,353,200

[a] At 2008-2009 rates.

Table 23.2 **Proposed staffing resources**

Posts	*Number*	*Level*
Regular budget		
Proposed for the biennium 2010-2011	340	1 USG, 2 ASG, 3 D-2, 9 D-1, 42 P-5, 89 P-4, 88 P-3, 20 P-2/1, 4 GS (PL), 77 GS (OL), 4 LL, 1 NO
New	2	P-3 under subprogramme 4
Reclassifications	1	1 D-2 to ASG under executive direction and management
Approved for the biennium 2008-2009	338	1 USG, 1 ASG, 4 D-2, 9 D-1, 42 P-5, 89 P-4, 86 P-3, 20 P-2/1 4 GS (PL), 77 GS (OL), 4 LL, 1 NO

Abbreviations: USG, Under-Secretary-General; ASG, Assistant Secretary-General; GS, General Service; PL, Principal level; OL, Other level; LL, Local level; NO, National Officer.

23.1 The overarching objective of the United Nations human rights programme is to promote and protect the effective enjoyment by all of all human rights. Its mandate derives from Articles 1, 13, 55 and 62 of the Charter of the United Nations; the Vienna Declaration and Programme of Action, including its principles and recommendations, adopted by the World Conference on Human Rights and subsequently endorsed by the General Assembly in its resolution 48/121; Assembly resolution 48/141 creating the post of United Nations High Commissioner for Human Rights; international human rights instruments adopted by the United Nations; the outcomes of relevant United Nations conferences and summits; and the resolutions and decisions of policymaking bodies, including, in particular, Assembly resolutions 55/2 on the United Nations Millennium Declaration, 57/300 entitled "Strengthening of the United Nations: an agenda for further change", 60/1 on the 2005 World Summit Outcome, 60/251, in which it established the Human Rights Council, and 62/219 on the report of the Human Rights Council. The Office of the High Commissioner for Human Rights will also be guided by international humanitarian law, as applicable.

23.2 The programme is guided by the principles of universality, objectivity, impartiality and indivisibility in removing obstacles to the full realization of all human rights and in preventing the continuation of human rights violations, together with relevant parties. It undertakes to give practical effect to the will and resolve of the world community, as expressed through the United Nations, including in the Millennium Declaration and the 2005 World Summit Outcome, which acknowledged peace and security, development and human rights as interlinked and mutually reinforcing pillars of the United Nations system, providing foundations for collective security and well-being. The United Nations human rights programme has a role in making development equitable, sustainable and responsive to the needs of people and in relation to conflict prevention and resolution.

23.3 The programme falls under the leadership of the High Commissioner for Human Rights who is entrusted with the principal responsibility for the human rights activities of the Organization, under

the direction and authority of the Secretary-General and within the framework of the overall competence, authority and decisions of the General Assembly and the Human Rights Council. The Office of the United Nations High Commissioner for Human Rights (OHCHR) acts as the central supportive structure for the programme. By the end of 2010, OHCHR will complete, as appropriate, its reform in the follow-up to the 2005 World Summit, which took note of the High Commissioner's plan of action.

23.4 Priority will continue to be given to emphasizing the importance of human rights on international and national agendas, combating poverty and countering discrimination on all internationally recognized grounds, including race, sex, language or religion, advancing the rights of children and women, raising awareness of human rights at all levels of education, responding to the needs of the vulnerable for protection and addressing situations of international concern, particularly gross and systematic violations of human rights, as identified by the Human Rights Council and other relevant United Nations organs.

23.5 The continued engagement of OHCHR with countries is essential to the realization of the programme in the framework of the enhanced partnerships at the national, regional and international levels. Increased support for human rights implementation will continue to be provided to requesting Member States through a mutually agreed bilateral framework, outlining, inter alia, assistance to national systems of human rights protection, national capacity-building, technical cooperation, human rights education and learning and other relevant activities. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against women and girls are clearly identified and addressed.

23.6 Substantive and consolidated organizational support will be provided to the Human Rights Council and its subsidiary bodies and mechanisms, including the universal periodic review, special procedures, Human Rights Council Advisory Committee and complaint procedure, as well as other relevant United Nations organs. The United Nations treaty-monitoring bodies, all serviced by OHCHR, will receive strengthened support and advice.

23.7 The programme strategy will be guided by the lessons learned from the 2008-2009 biennium, in particular with regard to measurements of achievement that can be implemented realistically by OHCHR.

23.8 The programme has been restructured around four subprogrammes, namely: (a) human rights mainstreaming, right to development, research and analysis; (b) supporting human rights treaty bodies; (c) advisory services, technical cooperation and field activities; and (d) supporting the Human Rights Council, its subsidiary bodies and mechanisms.

23.9 In the biennium 2010-2011, it is expected that OHCHR will complete the implementation of its new structure, thus addressing the weaknesses observed by the Office of Internal Oversight Services (OIOS), in its 2002 report (A/57/488) with a view to: (a) forming more manageable substantive organizational entities; (b) improving internal coordination towards the common goals and vision; and (c) bringing the level of management posts in line with the structure of comparable entities within the United Nations Secretariat. An internal OIOS study on the OHCHR New York Office, conducted in 2007, also concluded that there was a need for higher-level OHCHR representation in policy decision-making in New York given the growing responsibility of the Office in the wake of the 2005 World Summit, and specifically recommended that representation of the High Commissioner in New York be at the level of Assistant Secretary-General, as head of the Office. Consequently, the proposed programme budget for the biennium 2010-2011 contains a request for the upgrading of the existing D-2 level post of Head of the New York Office to the Assistant Secretary-General level.

23.10 The issue of publications as a part of the programme of work has been reviewed in the context of each subprogramme. It is anticipated that non-recurrent publications will be issued as shown in table 23.3 and as set out in the output information for each subprogramme. The reduction in the number of publications is due mainly to greater use of the OHCHR website and the clustering of certain reports.

Table 23.3 **Summary of publications**

Publications	[illegible]	[illegible]	[illegible]
Recurrent		2	8
Non-recurrent	29	76	5
Total	**29**	**78**	**13**

23.11 The resource requirements for the biennium 2010-2011 under this section amount to $139,161,500 before recosting, reflecting a net increase of $11,808,300 over the revised appropriation for the biennium 2008-2009, as shown in table 23.5. Of that amount, $138,020,600 represents the requirements of OHCHR and $1,140,900 relates to the requirements of the Committee on Missing Persons in Cyprus. The net increase of $400,000 for the Committee on Missing Persons in Cyprus is primarily due to the full provision for the third member and other staff of the Committee. The net increase of $11,408,300 for OHCHR comprises:

(a) A net increase of $728,300 under policymaking organs, due to increases for the Committee on Economic, Social and Cultural Rights ($119,800), the Committee on the Elimination of Racial Discrimination ($216,800), the Committee on the Elimination of Discrimination against Women ($441,600), the new provision for the Committee on the Rights of Persons with Disabilities ($380,700) and the Committee against Torture ($36,800), offset by decreases for the Human Rights Advisory Committee ($462,700) and the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment ($4,700);

(b) A net increase of $455,200 under executive direction and management, which is the net result of: (i) an increase of $439,500 for posts, arising from the proposed reclassification of one post in the OHCHR New York Office from the D-2 to the Assistant Secretary-General level and the delayed impact of two posts (2 General Service (Principal level)) approved in the biennium 2008-2009; and (ii) a net increase of $15,700 for non-post resources;

(c) A net overall increase of $10,057,500 for substantive activities to be carried out under the programme of work, consisting of:

(i) Additional requirements of $10,540,900 for posts, due to:

a. An increase of $1,005,200 under subprogramme 1, Human rights mainstreaming, right to development, and research and analysis, relating to the delayed impact of five posts (1 D-1, 2 P-4 and 2 General Service (Other level)) approved in the biennium 2008-2009;

b. An increase of $1,560,000 under subprogramme 2, Supporting human rights treaty bodies, relating to the delayed impact of 10 posts (4 P-4, 3 P-3 and 3 General Service (Other level)) approved in the biennium 2008-2009, the inward redeployment of 1 General Service (Other level) post, and the outward redeployment of the D-2 post of Director to subprogramme 4, Supporting the

Human Rights Council, its subsidiary bodies and mechanisms, to head the Human Rights Council and Special Procedures Division;

c. An increase of $1,643,600 under subprogramme 3, Advisory services, technical cooperation and field activities, relating to the delayed impact of five posts (1 D-2, 1 D-1, 1 P-5, 1 P-4 and 1 P-3) approved in the biennium 2008-2009;

d. An increase of $157,500 under subprogramme 3 (b), Subregional Centre for Human Rights and Democracy in Central Africa, relating to the delayed impact of two posts (1 P-3 and 1 Local level) approved in the biennium 2008-2009;

e. A net increase of $6,174,600 under subprogramme 4, relating to the delayed impact of 32 posts (1 D-1, 4 P-5, 20 P-4, 3 P-3, 2 P-2 and 2 General Service (Other level)) approved in the biennium 2008-2009, the inward redeployment of the D-2 post of Director from subprogramme 2 to head the Human Rights Council and Special Procedures Division, the outward redeployment of one General Service (Other level) post to subprogramme 2, and the proposed establishment of two P-3 posts, as follows:

i. One post at the P-3 level for a Human Rights Officer to carry out functions that require specific expertise in relation to contemporary forms of slavery, its causes and consequences, in response to Human Rights Council resolution 6/14 of 28 September 2007;

ii. One post at the P-3 level for a Human Rights Officer to carry out functions that require specific expertise in relation to safe drinking water, in response to Human Rights Council resolution 7/22 of 28 March 2008;

(ii) An overall reduction of $483,400 in non-post resources, being reductions in requirements for, inter alia, other staff costs, consultants and experts, travel of staff, contractual services, other general operating requirements and grants and contributions, offset by increases under travel of representatives;

(d) A net increase of $167,300, under programme support, which provides for:

(i) An additional amount of $529,100 for posts, owing to the delayed impact of three posts (1 P-5, 1 P-3, and 1 General Service (Other level)) approved in the biennium 2008-2009;

(ii) An overall net decrease of $361,800 in non-post resources, being the net decrease in other staff costs, contractual services and other general operating requirements, offset by increases under travel of staff and grants and contributions.

23.12 The estimates reflected above do not take into consideration the following, which would affect the human rights work programme for the biennium 2010-2011:

(a) The Committee on Enforced Disappearances which, in accordance with article 26 of the International Convention for the Protection of All Persons from Enforced Disappearance, would be established to carry out the functions provided for in the International Convention. The Secretary-General has previously informed the General Assembly that, were the Convention to enter into force during the biennium 2008-2009, an estimated amount of $846,700 would be required in the biennium under section 23 (see A/61/530). At the time of writing, the Convention has not entered into force;

(b) The outcome of the Durban Review Conference, to be held in Geneva, from 20 to 24 April 2009.

23.13 It is estimated that, during the 2010-2011 biennium, extrabudgetary resources of $233,200,300 from various sources will be utilized to complement resources from the regular budget for: (a) executive direction and management ($12,333,200); (b) substantive activities under the programme of work, such as the provision of assistance to victims of torture and individuals whose human rights have been violated as a result of contemporary forms of slavery, the protection of indigenous populations, human rights education in Cambodia, the provision of travel for participation in various meetings under the programme of work, including those related to the universal periodic review, technical cooperation, the publication of informational materials, maintenance of databases and websites, servicing of meetings, the provision of other substantive support, the conduct of workshops, training courses and seminars, and the provision of fellowships ($188,987,400); and (c) programme support ($31,879,700). The number of posts to be financed from extrabudgetary resources in the biennium 2010-2011 is estimated at 656 (3 D-3, 30 P-5, 87 P-4, 126 P-3, 35 P-2/1, and 375 General Service and National Officer posts), 5 fewer than the number of posts for the biennium 2008-2009. Increases are projected under non-post resources largely for consultants and experts, travel of staff and grants and contributions. Extrabudgetary resources estimated at $233,200,300, representing an increase of $36,681,700 over estimates for the biennium 2008-2009, are programmed towards the increased number of substantive activities to be carried out under the various subprogrammes in the 2010-2011 biennium.

23.14 Pursuant to General Assembly resolution 58/269, the resources identified for the conduct of monitoring and evaluation, which are crucial to ensuring the quality of services provided by OHCHR, amount to $1,161,500 and relate to an estimated 39 work-months at the Professional level and above and 53 work-months at the General Service level, and to non-post resources. The amount comprises $841,800 under the regular budget and $319,700 under extrabudgetary resources.

23.15 In considering the revised estimates resulting from decisions adopted by the Human Rights Council at its seventh to ninth sessions in 2008, the Advisory Committee on Administrative and Budgetary Questions recommended that a comprehensive review of the additional requirements that arise in connection with special missions authorized by the Council be undertaken in the context of the proposed programme budget for the biennium 2010-2011 (A/63/629, para. 10). The Secretary-General is of the opinion that, in the light of recent experience with the resolution adopted by the Human Rights Council at its ninth special session, additional experience needs to be gained in the course of 2009 before presenting a comprehensive proposal that would respond to the recommendation.

23.16 In paragraph 124 of resolution 60/1, the General Assembly resolved to strengthen OHCHR by doubling its regular budgetary resources over the ensuing five years with a view to progressively setting a balance between regular budgetary and voluntary contributions to its resources. The Assembly, in paragraph 100 of resolution 62/236, decided to use the revised estimates for the biennium 2004-2005, amounting to $64,139,100, as the baseline for the agreed doubling of the resources for the Office. In proposing a resource level of $139,161,500, before recosting, for the proposed programme budget for the biennium 2010-2011, the Secretary-General is of the opinion that the doubling of OHCHR resources over five years has been achieved.

23.17 The activities of the Committee on Missing Persons in Cyprus, which was established to resolve the situation of such missing persons through the good offices of the Secretary-General, are described in subsection E below.

23.18 The estimated percentage distribution of resources under this section is shown in table 23.4.

Table 23.4 **Distribution of resources by component**

(Percentage)

Component	Regular budget	Extrabudgetary
A. Policymaking organs		
1. Human Rights Council	0.2	—
2. Human Rights Council Advisory Committee	0.3	—
3. Human Rights Committee	1.1	—
4. Special Committee to Investigate Israeli Practices	0.2	—
5. Committee on Economic, Social and Cultural Rights	0.7	—
6. Committee on the Rights of the Child	1.1	—
7. Committee against Torture	0.4	—
8. Committee on the Elimination of Racial Discrimination	0.7	—
9. Committee on the Protection of the Rights of All Migrant Workers and Their Families	0.1	—
10. Committee on the Elimination of Discrimination against Women	1.6	—
11. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	0.7	—
12. Meetings of persons chairing the human rights treaty bodies	0.1	—
13. Committee on the Rights of Persons with Disabilities	0.7	—
Subtotal A	**7.9**	—
B. Executive direction and management	10.3	5.3
C. Programme of work		
1. Human rights mainstreaming, right to development, and research and analysis	14.9	9.9
2. Supporting human rights treaty bodies	12.0	14.2
3. Advisory services, technical cooperation and field activities		
(a) Advisory services, technical cooperation and field activities	23.5	52.3
(b) Subregional Centre for Human Rights and Democracy in Central Africa	1.6	0.1
4. Support for the Human Rights Council, its subsidiary bodies and mechanisms	20.4	4.3
Subtotal C	**72.4**	**81.0**
D. Programme support	8.6	13.7
E. Committee on Missing Persons in Cyprus	0.8	—
Total	**100.0**	**100.0**

Table 23.5 **Resource requirements by component**

(Thousands of United States dollars)

(1) *Regular budget*

Component	2008-2009 expenditures	2010-2011 estimate before recosting	Recosting (increase)		Total 2010-2011 estimate	Revised estimate 2010-2011
			Amount	Percentage		
A. Policymaking organs	6 807.6	10 002.5	728.5	7.3	11 030.9	11 558.5
B. Executive direction and management	10 089.2	13 857.6	455.2	3.3	14 312.8	14 734.9
C. Programme of work	52 475.1	99 729.4	10 097.9	10.1	109 777.9	102 715.0
D. Programme support	8 316.1	11 731.8	167.1	1.4	11 899.1	12 014.1
E. Committee on Missing Persons in Cyprus	670.5	740.9	400.0	54.0	1 140.9	1 143.0
Subtotal	**77 958.5**	**127 353.2**	**11 848.7**	**9.3**	**139 161.5**	**142 266.4**

(2) *Extrabudgetary*

2008-2009 expenditures	2010-2011 estimate	Source of funds	2010-2011 estimate
		(a) Services in support of:	
		(i) United Nations organizations	
7 348.8	26 918.7	(ii) Extrabudgetary activities	28 830.4
		(b) Substantive activities:	
6.7	1 702.2	Trust Fund for the Durban Review Conference	
12 100.3	24 513.3	United Nations Voluntary Fund for Victims of Torture	25 063.5
666.8	1 357.0	United Nations Voluntary Fund for Indigenous Peoples	1 577.0
927.6	2 169.9	United Nations Trust Fund on Contemporary Forms of Slavery	2 456.6
122 194.1	133 006.7	Trust Fund for Support of the Activities of the Centre for Human Rights	140 069.7
		(c) Operational projects:	
12 670.9	26 555.2	United Nations Voluntary Fund for Technical Cooperation in the Field of Human Rights	31 294.5
546.2	2 344.9	Trust Fund for Human Rights Education in Cambodia	2 655.7
—	88.5	Trust Fund for Financial and Technical Assistance for the Implementation of the Universal Periodic Review	154.0
—	328.0	Voluntary Trust Fund for Participation in the Universal Periodic Review	393.6
Subtotal	**156 469.4**	**218 983.5**	**233 260.3**
Total (1) and (2)	**234 427.9**	**346 336.7**	**375 486.7**

Table 23.6 **Post requirements**

Category	Established regular budget posts 2008-2009	Established regular budget posts 2010-2011	Temporary posts: Regular budget 2008-2009	Temporary posts: Regular budget 2010-2011	Temporary posts: Extrabudgetary 2008-2009	Temporary posts: Extrabudgetary 2010-2011	Total 2008-2009	Total 2010-2011
Professional and above								
USG	1	1	—	—	—	—	1	1
ASG	1	2	—	—	—	—	1	2
D-2	4	3	—	—	—	—	4	3
D-1	9	9	—	—	3	3	12	12
P-5	42	42	—	—	31	30	73	72
P-4/3	175	177	—	—	215	213	390	390
P-2/1	20	20	—	—	35	35	55	55
Subtotal	**252**	**254**	—	—	**284**	**281**	**536**	**535**
General Service								
Principal level	4	4	—	—	2	2	6	6
Other level	77	77	—	—	280	278	357	355
Subtotal	**81**	**81**	—	—	**282**	**280**	**363**	**361**
Other								
Local level	4	4	—	—	—	—	4	4
National Officer	1	1	—	—	95	95	96	96
Subtotal	**5**	**5**	—	—	**95**	**95**	**100**	**100**
Total	**338**	**340**	—	—	**661**	**656**	**999**	**996**

A. Policymaking organs

Resource requirements (before recosting): $11,030,800

1. Human Rights Council

Resource requirements (before recosting): $277,900

23.19 The Human Rights Council was established by the General Assembly in resolution 60/251 of 15 March 2006, as a subsidiary organ of the General Assembly. Pursuant to that resolution, the Economic and Social Council abolished the Commission on Human Rights, and the Council assumed the role and responsibilities of the Commission in relation to the functions of the High Commissioner for Human Rights, as established by the General Assembly in resolution 48/141 of 20 December 1993. The Council is composed of 47 members, with the first members elected on 9 May 2006. The term of membership is three years and is staggered. The Council meets on a regular basis in Geneva throughout the year for a minimum of three sessions, including a main session, for a total duration of no less than 10 weeks. The Council may also hold special sessions when needed, at the request of a member of the Council with the support of one third of the members. The Council applies the rules of procedure established for committees of the General Assembly.

23.20 The General Assembly, also by resolution 60/251, decided that the Human Rights Council should: (a) undertake a universal periodic review of the fulfilment by each State of its human rights obligations and commitments, and develop the modalities and necessary time allocation for that mechanism; and (b) assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to maintain a system of special procedures, expert advice and a complaint procedure. Pursuant to Human Rights Council resolution 5/1 of 18 June 2007, a working group, composed of the 47 States members of the Council, undertakes the universal periodic review. By the same resolution, the Council established the Human Rights Council Advisory Committee.

23.21 As a result of its review of the complaint procedure established in accordance with Economic and Social Council resolution 1503 (XLVIII), the Human Rights Council, by resolution 5/1, established a new confidential complaint procedure as an integral part of its institutional architecture. Two distinct working groups, the Working Group on Communications and the Working Group on Situations, were established with the mandate to examine the communications received under the complaint procedure and to bring to the attention of the Human Rights Council consistent patterns of gross and reliably attested violations of human rights and fundamental freedoms occurring in any part of the world and under any circumstances.

23.22 By resolution 6/36 of 14 December 2007, the Council established the Expert Mechanism on the Rights of Indigenous Peoples and, by resolution 6/15 of 28 September 2007, the Forum on Minority Issues. By resolution 6/13 of 28 September 2007, the Council decided to preserve the Social Forum of the former Sub-Commission on the Promotion and Protection of Human Rights as a subsidiary body of the Council. The working groups established by the Human Rights Council and the working groups of the Commission on Human Rights whose functions have been assumed by the Council are as follows:

(a) *Universal periodic review*. The General Assembly requested the Council to develop within a year the modalities and necessary time allocation for the universal periodic review mechanism. The Human Rights Council, by resolution 5/1, established the principles, objectives, periodicity and order of the universal periodic review, as well as its process, modalities and the format and content of its outcome. The review is conducted by a working group composed of the 47 States members of the Human Rights Council and the final outcome is adopted by the plenary of the Council. A group of three rapporteurs ("the troika") is formed to facilitate each review, including the preparation of the report of the working group. OHCHR provides the necessary assistance and expertise to the rapporteurs. The working group holds three sessions annually, each for 10 working days. All 192 Member States are reviewed over a four-year cycle, with 48 countries reviewed annually (16 at each working group session). The review is based on information prepared by the State concerned and can take the form of a national report and any other information considered relevant by that State. Also taken into consideration is a compilation of information contained in the reports of treaty bodies, special procedures and other relevant official United Nations documents and a summary of the information provided by other relevant stakeholders, both of which are prepared by OHCHR. The Human Rights Council decided on further modalities for the review through the adoption of two Presidential statements (PRST/8/1 and PRST/9/1). The Council has also endorsed a letter from its President describing the modalities for the selection of the troikas;

(b) *Working Group on Communications*. The Working Group on Communications, established by the Human Rights Council in resolution 5/1, examines the communications received under the complaint procedure with a view to deciding on their admissibility and assessing their merits, including whether a communication, alone or in combination with others, appears to

reveal a consistent pattern of gross and reliably attested violations of human rights and fundamental freedoms. The Working Group is composed of five members of the Advisory Committee and meets twice a year for five working days;

(c) *Working Group on Situations*. The Working Group on Situations, established by the Human Rights Council in resolution 5/1, examines communications on the basis of the information provided by the Working Group on Communications and presents to the Council a report on consistent patterns of gross and reliably attested violations of human rights and fundamental freedoms. The Working Group is composed of five members of the Council appointed in their personal capacity and meets twice a year for one week;

(d) *Working Group on Enforced or Involuntary Disappearances*. The General Assembly, in its resolution 33/173 of 20 December 1978, requested the Commission on Human Rights to consider the question of disappeared persons with a view to making appropriate recommendations. By its resolution 20 (XXXVI) of 29 February 1980, approved by the Economic and Social Council in its decision 1980/128 of 2 May 1980, the Commission decided to establish the Working Group on Enforced or Involuntary Disappearances. The Group's mandate was most recently renewed by the Human Rights Council in its resolution 7/12 of 27 March 2008. The Working Group is composed of five experts acting in their individual capacity and meets three times a year, twice in Geneva and once in an appropriate location determined by the Working Group. It also carries out at least two field missions each year. During its sessions, the Working Group reviews, for each country, a new and updated status of cases of disappearances processed by the Secretariat for transmission to the respective Governments, examines the replies of Governments and other information received since its previous session and adopts decisions on these questions. It also receives representatives of Governments, non-governmental organizations and relatives of the disappeared, at their request;

(e) *Working Group on Arbitrary Detention*. The Working Group on Arbitrary Detention was established by the Commission on Human Rights in its resolution 1991/42 of 5 March 1991, as approved by the Economic and Social Council in its decision 1991/243 of 31 May 1991. The Working Group is composed of five independent experts, with the task of investigating cases of detention imposed arbitrarily or otherwise inconsistently with the relevant international standards set forth in the Universal Declaration of Human Rights or in the relevant international legal instruments accepted by the States concerned. The mandate of the Working Group was renewed most recently by the Human Rights Council in its resolution 6/4 of 28 September 2007. The Working Group holds three sessions a year (two of five working days and one of eight working days), during which it examines information pertinent to its mandate and adopts decisions on the individual cases submitted to it and formulates deliberations and legal opinions of a general character. The Working Group also carries out two field missions each year;

(f) *Working Group on mercenaries*. The Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination was established pursuant to Commission on Human Rights resolution 2005/2 of 7 April 2005. The mandate of the Working Group succeeded that of the Special Rapporteur on the use of mercenaries, first appointed in 1987, and was most recently extended for a period of three years by the Human Rights Council in resolution 7/21 of 28 March 2008. The Working Group is composed of five experts acting in their individual capacity, and is mandated to study, identify and monitor current and emerging issues, manifestations and trends of mercenaries, mercenary-related activities and activities of private military and private security companies which have an impact on human rights in general, including the right of peoples to self-

determination. The Working Group holds three sessions each year (two sessions in Geneva and one in New York). The Working Group also holds annual regional consultations, as called for by the Human Rights Council in resolution 7/21;

(g) *Forum on Minority Issues*. The Human Rights Council, in its resolution 6/15, decided to establish the Forum on Minority Issues in place of the Working Group on Minorities of the former Sub-Commission on the Promotion and Protection of Human Rights. In accordance with its mandate, the Forum provides a platform for promoting dialogue and cooperation on issues pertaining to persons belonging to national or ethnic, religious and linguistic minorities, which shall provide thematic contributions and expertise to the work of the Independent Expert on minority issues. The Forum meets annually for two working days;

(h) *Working Group on the Right to Development and its high-level task force*. This open-ended working group (which replaced the intergovernmental working group of experts entrusted with elaborating a strategy for the implementation and promotion of the right to development) was established by the Commission on Human Rights in resolution 1998/72 of 22 April 1998, as approved by the Economic and Social Council in its decision 1998/269 of 30 July 1998. The mandate of the Working Group and its high-level task force was recently extended until the eleventh session of the Working Group in 2010 (Human Rights Council resolution 9/3 of 24 September 2008). The Working Group meets annually for a period of five working days, and the task force convenes annual sessions of seven working days;

(i) *Social Forum*. The Social Forum was established by the Sub-Commission on the Promotion and Protection of Human Rights in its resolution 2001/24 of 13 August 2001, as authorized by the Commission on Human Rights in decisions 2001/103 of 25 April 2001 and 2003/107 of 22 April 2003, and by the Economic and Social Council in decision 2003/264 of 23 July 2003. By resolution 6/13 of 28 September 2007, the Human Rights Council decided to preserve the Forum as an annual, three-day intersessional meeting on economic, social and cultural rights. A Chairperson-Rapporteur is appointed by the President of the Human Rights Council and the meeting is attended by four holders of relevant special procedures mandates;

(j) *Working Group of Experts on People of African Descent*. The Working Group, composed of five independent experts, was established by the Commission on Human Rights in its resolution 2002/68 of 25 April 2002, as approved by the Economic and Social Council in decision 2002/270 of 25 July 2002. The mandate of the Working Group was most recently extended for a period of three years by the Human Rights Council in resolution 9/14 of 24 September 2008. The Working Group holds two sessions each year for a period of five working days each in closed and public meetings;

(k) *Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action*. The Working Group was established by the Commission on Human Rights in resolution 2002/68, as approved by the Economic and Social Council in decision 2002/270. The Working Group was requested to continue its work by the Human Rights Council in its decision 3/103 of 8 December 2006;

(l) *Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination*. The Human Rights Council, by decision 3/103, established this ad hoc expert committee to elaborate complementary standards to the International Convention on the Elimination of Racial Discrimination and recommended that it meet annually for 10 working days. The inaugural session of the Ad Hoc Committee was held in Geneva, from 11 to 22 February 2008;

(m) *Expert Mechanism on the Rights of Indigenous Peoples*. The Human Rights Council, by resolution 6/36 of 14 December 2007, established the Expert Mechanism on the Rights of

Indigenous Peoples to advise it on indigenous issues. The Mechanism is composed of five members and meets annually for five working days. In accordance with the aforementioned resolution, the Special Rapporteur on Indigenous Peoples and a representative of the Permanent Forum on Indigenous Issues participate in the meetings of the Mechanism, which held its first session in Geneva, from 1 to 3 October 2008;

(n) *Group of Eminent Experts on Follow-up to the Durban Declaration and Programme of Action.* Pursuant to General Assembly resolution 56/266 of 27 March 2002, by which the Assembly established a group of eminent experts to follow up the Durban Declaration and Programme of Action, the Secretary-General appointed five experts to meet on a regular basis. The second meeting of eminent experts was held in Geneva, from 21 to 23 February 2005; dates for the third meeting are under consideration.

2. Human Rights Council Advisory Committee

Resource requirements (before recosting): $466,400

23.23 By paragraph 6 of its resolution 60/251, the General Assembly decided that the Human Rights Council "shall assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to maintain a system of special procedures, expert advice and a complaint procedure". In the context of the review, the Council, by resolution 5/1 of 18 June 2007, established the Advisory Committee as a subsidiary body in place of the Sub-Commission on the Promotion and Protection of Human Rights. The Advisory Committee functions as a think-tank, at the Council's direction, providing expertise in the form mainly of studies and research-based advice. The Advisory Committee is composed of 18 members acting in their personal capacity, who are nominated by States Members of the United Nations and elected by the members of the Human Rights Council for a term of three years on the basis of the following geographical distribution: five from African States; five from Asian States; two from Eastern European States; three from Latin American and Caribbean States; and three from Western European and Other States. The Advisory Committee holds up to two sessions each year, for a maximum of 10 working days.

3. Human Rights Committee

Resource requirements (before recosting): $1,497,200

23.24 The Human Rights Committee, established in accordance with article 28 of the International Covenant on Civil and Political Rights (General Assembly resolution 2200 (XXI), annex), is composed of 18 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Covenant for a term of four years. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 164 States parties and receives individual communications concerning violations of the Covenant by States parties that have adhered to the Optional Protocol to the Covenant (to date, 111 States). The Committee is also competent to examine inter-State communications with respect to the 48 States parties which have made a declaration pursuant to article 41 of the Covenant. The Committee meets three times a year for three weeks, once in New York and twice in Geneva, with each session preceded by the meeting of one working group of five members each for one week.

4. Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories

Resource requirements (before recosting): $292,800

23.25 The Special Committee was established by the General Assembly in its resolution 2443 (XXIII) to investigate Israeli practices affecting the human rights of the population of the occupied territories. It is composed of three Member States and meets twice a year in Geneva and once a year in New York. Every year, the Committee undertakes a two-week field mission to the Middle East in order to hear witnesses with recent and first-hand information about the situation of human rights in the occupied territories. Before leaving on mission, the Committee meets for one day in Geneva. The second meeting in Geneva takes place during the debate on Palestine in the main Human Rights Council session. In addition, members of the Special Committee meet at United Nations Headquarters to present their report and attend the deliberations of the Fourth Committee (Political and Decolonization) of the General Assembly when the Special Committee item is on its agenda.

5. Committee on Economic, Social and Cultural Rights

Resource requirements (before recosting): $928,200

23.26 The Committee on Economic, Social and Cultural Rights, established by the Economic and Social Council in its resolution 1985/17, is composed of 18 experts, acting in their personal capacity, who are nominated by the States parties to the International Covenant on Economic, Social and Cultural Rights and elected by the Council for a term of four years. The Committee meets twice a year for three weeks. Its rules of procedure, as well as the meetings of its working group, were approved by the Economic and Social Council in decision 1990/251. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 160 States parties and making general recommendations to the Council. A pre-sessional working group composed of five members meets for one week immediately after each session to prepare the following session. The General Assembly by its resolution 63/117 of 10 December 2008, adopted an Optional Protocol to the Covenant. The Optional Protocol provides for communications (art. 2), inter-State communications (art. 10) and an inquiry procedure (art. 11).

6. Committee on the Rights of the Child

Resource requirements (before recosting): $1,554,700

23.27 The Committee on the Rights of the Child was established in accordance with article 43 of the Convention on the Rights of the Child (General Assembly resolution 44/25, annex). The Committee is composed of 18 experts acting in their personal capacity, nominated and elected by the 193 States parties to the Convention for a term of four years, and meets in Geneva three times a year for three weeks. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties. The Committee also monitors the implementation of the Optional Protocols to the Convention, on the sale of children, child prostitution and child pornography (131 States parties), which entered into force on 18 January 2002, and on the involvement of children in armed conflict (127 States parties), which entered into force on 12 February 2002, through the examination of reports. The States parties to the Protocols are required to submit an initial report within two years of the entry into force of the Protocol for that State party. Thereafter, each State party shall include in the reports it submits to the Committee, in

accordance with article 44 of the Convention, any further information with respect to the implementation of the Optional Protocols. A pre-sessional working group of the whole meets for one week immediately after each session to prepare the next session. As an exceptional and temporary measure, as approved by the General Assembly in resolution 59/261, the Committee worked in two chambers in 2005, including a pre-sessional working group in October and in 2006 (three sessions and two pre-sessional working groups), in order to clear the backlog of reports. The Committee has continued to review its working methods and, by its resolution 63/244 of 24 December 2008, the General Assembly decided, as an exceptional and temporary measure, to authorize the Committee to meet in parallel chambers, of nine members each, for 10 working days of each of its three regular sessions and the five working days of each of its three pre-sessional working group meetings between October 2009 and October 2010 in order to address the backlog of more than 80 reports in an effective and timely manner.

7. Committee against Torture

Resource requirements (before recosting): $556,800

23.28 The Committee against Torture, established in accordance with article 17 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (General Assembly resolution 39/46, annex), is composed of 10 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (146 States), and individual communications concerning violations of the Convention by States parties which have accepted the optional procedure under article 22 of the Convention (63 States). The Committee is also empowered to conduct inquiries in States parties that have accepted the procedure under article 20 of the Convention (138 States). In the biennium 2010-2011, the Committee will continue to hold two annual sessions of three weeks in Geneva. The confidential inquiry missions under article 20 of the Convention have been conducted yearly since 1999 and it is expected that they will continue in the biennium 2010-2011. By its resolution 63/166 of 18 December 2008, the General Assembly decided to invite the Chairpersons of the Committee and the Subcommittee to address the Assembly at its sixty-fourth session under the sub-item entitled "Implementation of human rights instruments".

8. Committee on the Elimination of Racial Discrimination

Resource requirements (before recosting): $1,029,500

23.29 The Committee on the Elimination of Racial Discrimination was established in accordance with article 8 of the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX), annex). The Committee is composed of 18 experts, acting in their personal capacity, nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (173 States) and individual communications concerning violations of the Convention by the States parties (to date, 53) that have accepted the optional procedure under article 14 of the Convention. The Committee currently meets twice a year in Geneva for three weeks. The Committee continues to consider its working methods with a view to enhancing its efficiency. By its resolution 63/243 of 24 December 2008, the General Assembly decided to authorize the Committee to meet for an additional week per session (two additional weeks of sessional meetings per year), as a temporary measure, with effect from August 2009, until 2011.

9. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families

Resource requirements (before recosting): $194,900

23.30 The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, endorsed by the General Assembly in its resolution 45/158, entered into force on 1 July 2003. The Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families was established in accordance with article 72 of the Convention and is composed of 10 experts, acting in their personal capacity, nominated and elected by the States parties to the Convention for a term of four years. The Committee meets each year for two one-week sessions in Geneva to monitor observance of the Convention by examining periodic reports submitted by the States parties (to date, 41). Two States have accepted the optional procedure under article 77 of the Convention, which would allow the Committee to examine individual communications concerning violations of the Convention once it enters into force (10 declarations are required). The Committee's membership is expected to increase to 14 during the biennium 2010-2011. Any associated resource requirements related in the change in membership will be addressed in accordance with established procedures. By its resolution 63/184 of 18 December 2008, the General Assembly invited the Chairperson of the Committee to address the Assembly at its future sessions under the agenda item entitled "Promotion and Protection of Human Rights".

10. Committee on the Elimination of Discrimination against Women

Resource requirements (before recosting): $2,178,600

23.31 The Committee on the Elimination of Discrimination against Women was established in accordance with the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the General Assembly in its resolution 34/180. It reviews reports of States parties (to date, 185) submitted in accordance with article 18 of the Convention and formulates suggestions and general recommendations. Since 1997, the Committee has usually held two regular annual sessions of 15 days each, followed by a five-day pre-sessional working group.

23.32 The General Assembly, in its resolution 62/218 of 22 December 2007, decided to authorize more meeting time for the Committee, enabling it to hold a third annual session in 2008 and to meet in parallel chambers three times during the biennium 2008-2009. It also decided to authorize the Committee to hold three annual sessions of three weeks each, with a one-week pre-sessional working group for each session, for an interim period effective from January 2010, pending the entry into force of the amendment to article 20, paragraph 1, of the Convention, and to authorize three annual sessions of the Working Group on Communications under the Optional Protocol to the Convention.

23.33 The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women was adopted by the General Assembly in its resolution 54/4 and entered into force on 22 December 2000. The Committee is mandated under the Optional Protocol to the Convention to receive and consider communications from individuals or groups of individuals and to transmit its views with respect to such communications to the parties concerned. It is also empowered under the Optional Protocol to conduct inquiries into grave or systematic violations of the Convention in States parties (to date, 96). During the biennium 2010-2011, it is expected that the Committee will consider up to 20 communications. A working group of the Committee meets prior to each session to determine the admissibility of communications and make the necessary recommendations on the merits. The working group is composed of five members of the Committee and meets for a period

of five working days prior to each session of the Committee, for a total of 10 working days annually.

11. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

Resource requirements (before recosting): $971,400

23.34 The Optional Protocol to the Convention against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment was adopted by the General Assembly in its resolution 57/199 and entered into force on 22 June 2006. As of March 2009, 46 States had become parties to the Optional Protocol. The Subcommittee on Prevention of Torture and Other Curel, Inhuman or Degrading Treatment or Punishment is composed of 10 experts and will expand to 25 when the Optional Protocol enters into force for 50 States parties, which is expected to occur during the 2010-2011 biennium. The members, who act in their personal capacity, are nominated and elected by the States parties to the Optional Protocol for a term of four years. The Subcommittee undertakes regular and follow-up visits to places in which people are deprived of their liberty in accordance with article 1 of the Protocol. Following the visits, the Subcommittee makes recommendations for improvements in the treatment and conditions of detention of persons deprived of their liberty, and continues to work with the relevant authorities concerning the implementation of its recommendations. The Subcommittee meets in Geneva for one week three times a year. As set out in article 11 of the Optional Protocol, the Subcommittee's mandate also includes (a) the provision of assistance and advice to the national preventive mechanisms to be established or designated by each State party one year after the entry into force of the Optional Protocol or of its ratification or accession; and (b) cooperation with the relevant United Nations organs and mechanisms as well as with the international, regional and national institutions or organizations working towards the protection of persons against ill-treatment. A special fund to help finance the implementation of the recommendations made by the Subcommittee after a visit to a State party, as well as educational programmes of the national preventive mechanisms, has been set up, as provided for under the Optional Protocol. The special fund may be financed through voluntary contributions made by Governments, intergovernmental and non-governmental organizations and other private or public entities, and will be supported by the Human Rights Treaties Division.

12. Meetings of persons chairing the human rights treaty bodies

Resource requirements (before recosting): $117,500

23.35 Meetings of persons chairing the human rights treaty bodies are convened annually, pursuant to General Assembly resolution 49/178. The meetings are attended by the chairpersons or representatives of the Human Rights Committee, the Committee on Economic, Social and Cultural Rights, the Committee on the Elimination of Racial Discrimination, the Committee on the Elimination of Discrimination against Women, the Committee against Torture, the Committee on the Rights of the Child, the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the Committee on the Rights of Persons with Disabilities.

13. Committee on the Rights of Persons with Disabilities

Resource requirements (before recosting): $964,900

23.36 The Committee on the Rights of Persons with Disabilities monitors the implementation of the Convention on the Rights of Persons with Disabilities, which was adopted by the General Assembly in resolution 61/106 of 13 December 2006 and entered into force on 3 May 2008. There are currently 52 States parties to the Convention. The first Conference of States parties, held in New York on 31 October and 3 November 2008, elected 12 experts, nominated by States parties, who act in their personal capacity. The Committee's membership will increase by six members after the Convention has been ratified or acceded to by 80 States parties. Under article 34 of the Convention, the States parties, while electing members of the Committee, should give due consideration, inter alia, to the participation of experts with disabilities. States parties must report initially within two years after the entry of force of the Convention for the State party concerned and thereafter at least every four years. The Committee considers each report and makes such suggestions and general recommendations as it may consider appropriate and forwards these to the State party concerned.

23.37 The Optional Protocol to the Convention, which was also adopted by the General Assembly in resolution 61/106 and entered into force on 3 May 2008, gives the Committee the competence to receive and consider communications, submitted by or on behalf of individuals or groups of individuals in States parties, concerning alleged violations of the Convention. Such inquiries may also include visits to States parties. It also empowers the Committee to inquire into reliable information indicating grave or systematic violations by a State party of rights set forth in the Convention. To date, there are 25 States parties to the Optional Protocol.

23.38 The Committee will meet as of 2009 in Geneva and normally hold two sessions a year, each for one week. To enable its members to interact with the Conference of Parties, one session of the Committee in each biennium will be held in New York.

14. Committee on Enforced Disappearances

23.39 The International Convention for the Protection of All Persons from Enforced Disappearance was adopted by the Human Rights Council in resolution 1/1 of 29 June 2006 and by the General Assembly in its resolution 61/177 of 20 December 2006. The Convention is open for signature by all States and currently has 81 signatories. It will enter into force on the thirtieth day after the deposit of the twentieth instrument of ratification or accession. Should the Convention enter into force during the biennium 2010-2011, the Committee on Enforced Disappearances would be established in accordance with article 26 of the Convention and Member States informed of the budgetary implications in accordance with established procedures. The Committee would be composed of 10 experts serving in their personal capacity, who would be nominated and elected by the States parties to the Convention for a term of four years. The Committee will monitor the implementation of the Convention by examining reports submitted by the States parties, pursuant to article 29 of the Convention. Under article 31 of the Convention, the Committee will also receive individual communications concerning States which have accepted its competence and, under article 30, requests for urgent action submitted by relatives or legal representatives of disappeared persons.

Table 23.7 **Resource requirements: policymaking organs**

Category	Resources (thousands of United States dollars) 2008-2009	Resources (thousands of United States dollars) 2010-2011 (before recosting)	Posts 2008-2009	Posts 2010-2011
1. Human Rights Council	277.9	277.9	—	—
2. Human Rights Council Advisory Committee	929.1	466.4	—	—
3. Human Rights Committee	1 497.2	1 497.2	—	—
4. Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories	292.8	292.8	—	—
5. Committee on Economic, Social and Cultural Rights	808.4	928.2	—	—
6. Committee on the Rights of the Child	1 554.7	1 554.7	—	—
7. Committee against Torture	520.0	556.8	—	—
8. Committee on the Elimination of Racial Discrimination	812.7	1 029.5	—	—
9. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families	194.9	194.9	—	—
10. Committee on the Elimination of Discrimination against Women	1 737.0	2 178.6	—	—
11. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	976.1	971.4	—	—
12. Meetings of chairpersons of human rights treaty bodies	117.5	117.5	—	—
13. Committee on the Rights of Persons with Disabilities	584.2	964.9	—	—
Subtotal	**10 302.5**	**11 030.8**	—	—
Extrabudgetary	—	—	—	—
Total	**10 302.5**	**11 030.8**	—	—

23.40 Non-post resources totalling $11,030,800 provide for other staff costs, honorarium payments to members of the Committee on the Elimination of Discrimination against Women, travel of representatives and staff, general operating expenses and supplies and materials for the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories, the Committee against Torture and the Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

23.41 The net increase of $728,300 reflects additional requirements of $892,500, relating to travel of representatives and travel of staff and consultants, offset by reduced requirements of $164,200, relating to other staff costs, and other general operating requirements.

B. Executive direction and management

Resource requirements (before recosting): $14,312,800

23.42 Executive direction and management consists of the Executive Office of the High Commissioner for Human Rights, the Policy, Planning, Monitoring and Evaluation Section, the Communications Section, the Donor and External Relations Section, the Civil Society Unit, the Safety and Security Unit and the New York Office.

23.43 The High Commissioner is the United Nations official with principal responsibility for United Nations human rights activities, in accordance with the mandate entrusted to the High Commissioner by the General Assembly in resolution 48/141. The High Commissioner advises the Secretary-General on the policies of the United Nations in the area of human rights and is responsible for coordinating human rights activities throughout the United Nations system and for rationalizing, adapting, strengthening and streamlining the United Nations machinery in the area of human rights, with a view to improving its efficiency and effectiveness.

23.44 The High Commissioner provides overall executive direction, management, policy guidance and leadership in the implementation of the United Nations human rights programme. The programme will work to remove obstacles to the full realization of all human rights and to prevent the continuation of human rights violations, together with relevant parties. The continued engagement of the Office with countries is essential to the realization of the programme in the framework of enhanced partnerships at the national, regional and international levels. It will continue to draw on the values of the Millennium Declaration and the 2005 World Summit Outcome, which call for the promotion of democracy, the strengthening of the rule of law and respect for all internationally recognized human rights and fundamental freedoms, including the right to development. Priority will continue to be given to emphasizing the importance of human rights on international and national agendas, combating poverty and countering discrimination on all internationally recognized grounds, including race, sex, language or religion, advancing the rights of children and women, raising awareness of human rights at all levels of education, responding to the needs of the vulnerable for protection and addressing situations of international concern, particularly gross and systematic violations of human rights, as identified by the Human Rights Council and other relevant United Nations organs.

23.45 Increased support for human rights implementation will be provided to Member States, at their request, through, inter alia, assistance to national systems of human rights protection, national capacity-building, technical cooperation, human rights education and other activities. All human rights activities will be addressed in an integrated, interrelated and interdependent manner. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against women and girls are clearly identified and addressed. Substantive and organizational support will be provided to the Human Rights Council, its procedures, other relevant United Nations organs and treaty-monitoring bodies. Particular efforts will be made to strengthen, rationalize and streamline the United Nations mechanisms in the field of human rights, as requested by the General Assembly in its resolutions 48/141 and 60/1. The programme will strive to meet the essential challenge of ensuring the enjoyment of human rights throughout the world, through the dedicated and coordinated efforts of all relevant partners.

23.46 The Deputy High Commissioner assists the High Commissioner in the overall direction and management of the Office. The executive management responsibilities of the Deputy High Commissioner include the direct supervision of all of the support functions of the Office that fall under the components of executive direction and management and programme support, that is, the Programme Support and Management Services, the Policy, Planning, Monitoring and Evaluation

Section, the Donor and External Relations Section, the Civil Society Unit, the Safety and Security Unit and the Communications Section.

23.47 In keeping with the Secretary-General's reform plan and the OHCHR plan of action, which contained a series of recommendations pertaining to executive management and strategic planning for and oversight of the human rights programme, the organizational structure under executive direction and management will be as follows:

(a) *Executive Office of the High Commissioner*. The High Commissioner and the Deputy High Commissioner are assisted by an Executive Office which provides immediate support, expert advice and assistance in the overall coordination of work of OHCHR;

(b) *Civil Society Unit*. The functions of the Unit include the provision of: relevant guidance and support to civil society, including in regard to its participation in sessions of the Human Rights Council; services and advice to OHCHR staff working with civil society counterparts, including through the development, maintenance and enhancement of various support tools, such as a central database; and policy guidance on the relationship of OHCHR with civil society. The Civil Society Unit coordinates, both internally and externally, the various activities and initiatives related to contributions made by civil society to the work of the United Nations human rights programme, with a view towards a more effective and coherent approach;

(c) *Donor and External Relations Section*. The Section is responsible for: raising predictable, timely and flexible voluntary funds for OHCHR extrabudgetary activities by building a transparent and systematic relationship with donors and through a biannual appeal system designed for the sharing of information on extrabudgetary needs; and broadening the office's donor base. Efforts will continue to be aimed at building and developing an open and constructive relationship with Member States, as well as with other important potential partners in the public and private sectors, with a view to securing extrabudgetary resources;

(d) *Communications Section*. The Section develops and implements strategies for public information outreach to a broad constituency on the work of the United Nations human rights programme. The public information output supports the High Commissioner's mandate to draw attention to critical human rights situations, advocate support of human rights standards and inform rights holders about their human rights. The Section also disseminates information on the Human Rights Council, the universal periodic review, the special procedures mandate holders and the treaty bodies. The main functions of the Communications Section are the development and distribution of public information materials, including through the OHCHR website, interaction with the mass media and the provision of relevant technical support to OHCHR divisions and field presences. The Section works closely with the Department of Public Information to mainstream human rights and to strengthen coherence for increased effectiveness;

(e) *Policy, Planning, Monitoring and Evaluation Section*. The Section will continue to facilitate the formulation and implementation of the OHCHR vision, servicing the Office and selected external actors by setting up systems and providing guidance on strategic programme management. This work has included facilitating the establishment of a predictable, two-year, streamlined planning process for both headquarters and the field, together with a set of indicators allowing for the clearer identification of OHCHR impact. For the 2010-2011 biennium, the Section will work to strengthen the policy, planning and monitoring function throughout the Office and will support the implementation of a system of performance evaluation throughout OHCHR. For the biennium 2008-2009, OHCHR continued its practice of publishing a biannual strategic management plan which covered the biennial budget cycle

of the United Nations Secretariat and provided a comprehensive picture of the objectives and activities outlined in the strategic framework for the period 2008-2009 and of requirements, irrespective of funding sources. In 2008, an internal, mid-year review was conducted. The key findings of the 2008 end-of-year, midterm review will be made public. A report to be published in 2010 will capture the implementation of the overall strategic management plan for the biennium 2008-2009;

(f) The Safety and Security Unit, whose Chief serves as the OHCHR focal point for security issues and, supported by professional Security Officers and technical assistants, ensures the compliance of OHCHR offices in the field with policies of the Department of Safety and Security, and monitors and takes action on developing security problems in countries in which OHCHR staff are deployed. The activities of the Unit are funded entirely from extrabudgetary resources.

23.48 Acting under the direction and on behalf of the High Commissioner, the New York Office represents the policies and objectives of OHCHR at United Nations Headquarters, at meetings of policymaking organs, executive committees and their subsidiary bodies, at interdepartmental and inter-agency meetings and at meetings with permanent missions of Member States, non-governmental organizations and the media. It provides policy advice and recommendations on substantive matters to the High Commissioner. Initially conceived as a liaison office, the New York Office has acquired a number of substantive functions as a result of successive United Nations reform processes, which have placed human rights at the core of the work of the Organization.

23.49 In 2007, an internal OIOS study of the New York Office concluded that there was a need for higher-level OHCHR representation in policy decision-making in New York given the growing responsibility of the Office in the wake of the 2005 World Summit, and specifically recommended representation of the High Commissioner in New York at the Assistant Secretary-General level, as head of the Office. Consequently, the 2010-2011 proposed programme budget proposes an upgrading of the post of the Head of the New York Office, from the Director (D-2) level to the Assistant Secretary-General (ASG) level.

23.50 The New York Office collaborates with a range of partners in the areas of peace and security, development, economic and social affairs, and humanitarian affairs, including the Security Council, the General Assembly and its Third and Fifth Committees, the Advisory Committee on Administrative and Budgetary Questions, the Committee for Programme and Coordination, the Economic and Social Council and the Peacebuilding Commission. Prominent among the partners of the New York Office in relation to its work are the four executive committees (United Nations Development Group, Executive Committee on Peace and Security, Executive Committee on Economic and Social Affairs and Executive Committee on Humanitarian Affairs), the Executive Office of the Secretary-General, the Department of Public Information, the Policy Committee, the United Nations Democracy Fund secretariat and its governing structures, the Rule of Law Coordination and Resource Group, the various integrated mission task forces, the Counter-Terrorism Implementation Task Force, the Action 2 Task Force, the Interdepartmental Framework for Coordination on Early Warning and Preventive Action (known also as the Framework Team) and a number of New York-based agencies and other departments. The senior officials of the New York Office chair a number of bodies, including the Working Group on Counter-terrorism, the task force on the United Nations reform process and the Programme Consultative Group of the Democracy Fund.

Table 23.8 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective: To provide leadership and management support to Member States and to achieve implementation of legislative mandates.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Programme of work is effectively managed	(a) Timely delivery of outputs and services
	Performance measures:
	(Percentage of output delivered within the established deadline)
	2006-2007: 89 per cent
	Estimate 2008-2009: 90 per cent
	Target 2010-2011: 90 per cent
(b) Timely recruitment and placement of staff	(b) Reduction in the average number of days a Professional post remains vacant
	Performance measures:
	2006-2007: 244 days
	Estimate 2008-2009: 230 days
	Target 2010-2011: 210 days
(c) Identification of emerging human rights issues that require attention by Member States	(c) Increased number of references to issues raised in the High Commissioner's report to the Human Rights Council at the interactive dialogue
	Performance measures:
	2006-2007: 68 references
	Estimate 2008-2009: 90 references
	Target 2010-2011: 95 references
(d) Enhanced policy coherence in the management of human rights activities of the United Nations	(d) Increased number of human rights policy documents adopted by United Nations system agencies and inter-agency mechanisms
	Performance measures:
	2006-2007: 11 policy documents
	Estimate 2008-2009: 15 policy documents
	Target 2010-2011: 16 policy documents

(e) Improved geographical representation and gender balance of staff	(e) (i) Increased percentage of staff in OHCHR recruited from unrepresented and underrepresented Member States *Performance measures*: 2006-2007: 24 per cent Estimate 2008-2009: 22 per cent Target 2010-2011: 23 per cent (ii) Percentage of women at the Professional level and above for appointments of one year or more maintained at 50 per cent or more *Performance measures*: 2006-2007: 49 per cent Estimate 2008-2009: 50 per cent Target 2010-2011: 50 per cent
(f) Increased timeliness of submission of documentation	(f) Increased percentage of pre-session documents submitted in accordance with the required deadline *Performance measures*: 2006-2007: 35.2 per cent (18 of 51) Estimate 2008-2009: 39.6 per cent (23 of 58) Target 2010-2011: 51.7 per cent (30 of 58)
(g) Deployment of human rights officers at short notice to contribute to the prevention of the continuation of human rights violations in accordance with the mandate of the High Commissioner for Human Rights	(g) Increased number of fact-finding missions, investigations and commissions of inquiry initiated or supported by OHCHR at short notice, financed from all sources *Performance measures*: 2006-2007: 9 Estimate 2008-2009: 15 Target 2010-2011: 20
(h) Increased exposure to and awareness of OHCHR activities among rights holders	(h) (i) Increased number of media, by outlet and by country, carrying OHCHR op-ed articles *Performance measures*: 2006-2007: 165 newspapers in 58 countries Estimate 2008-2009: 160 newspapers in 55 countries Target 2010-2011: 170 newspapers in 60 countries

	(ii) Increased number of hits on the Media Centre pages of OHCHR website
	Performance measures:
	2006-2007: 110,000 hits
	Estimate 2008-2009: 130,000 hits
	Target 2010-2011: 145,000 hits

External factors

23.51 Objectives and accomplishments are expected to be achieved on the assumption that: (a) resources will be made available; and (b) there will be political will on the part of States to work with the Office of the High Commissioner for Human Rights.

Outputs

23.52 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Substantive servicing of meetings: General Assembly: substantive servicing of plenary sessions (4), Special Political and Decolonization Committee (Fourth Committee): substantive servicing of meetings (4), Social, Humanitarian and Cultural Committee (Third Committee): substantive servicing of meetings (90), Economic and Financial Committee (Second Committee): substantive servicing of meetings (4);

(ii) Parliamentary documentation: Social, Humanitarian and Cultural Committee (Third Committee): annual report of the United Nations High Commissioner for Human Rights (1), Human Rights Council: annual report of the United Nations High Commissioner for Human Rights (1);

(b) Other substantive activities (regular budget/extrabudgetary):

(i) Booklets, fact sheets, wallcharts, information kits: maintenance of relations with media representatives and regular provision of material for publication by media (1); production of public information campaign materials, including posters, press and information kits (1); liaison with civil society (1);

(ii) Technical material: production of content for and maintenance of the public information sections of the OHCHR website and the Intranet (1);

(iii) Contribution to joint outputs: facilitation of inter-agency cooperation on human rights issues (1);

(c) Conference services, administration, oversight (regular budget/extrabudgetary): administration and oversight services: monitoring the implementation of resolutions and decisions of the Human Rights Council, the Economic and Social Council and the General Assembly in the area of human rights (1); coordination, review and clearance of OHCHR inputs and statements to major meetings, executive committees and departmental contributions to reports of the Secretary-General (1); ongoing review of selected aspects of the OHCHR programme of work (1).

Table 23.9 **Resource requirements: executive direction and management**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	12 690.6	13 130.1	40	40
Non-post	1 167.0	1 182.7	—	—
Subtotal	**13 857.6**	**14 312.8**	**40**	**40**
Extrabudgetary	15 392.1	12 333.2	30	30
Total	**29 249.7**	**26 646.0**	**70**	**70**

23.53 The amount of $13,130,100, reflecting an increase of $439,500 provides for the 40 posts indicated in table 23.9 (26 Professional and above and 14 General Service). The increase of $439,500 relates to: (a) the reclassification of one D-2 post to the Assistant Secretary-General level to head the OHCHR New York Office ($63,900), in line with a 2007 internal study of the New York Office by OIOS which concluded that there is a need for higher-level OHCHR representation in policy decision-making in New York, given the growing responsibility of the Office in the wake of the 2005 World Summit. An Assistant Secretary-General as head of the New York Office would allow OHCHR participation at the appropriate level in executive decision-making committees, especially the Secretary-General's Policy Committee and Senior Management Group, when the High Commissioner cannot be present, and will ensure political-level representation and access to high-level policy discussions. The post of Assistant Secretary-General will increase the decision-making and outreach capacity of the New York Office, within the broad policy framework established by the High Commissioner, and improve the efficiency and effectiveness of OHCHR; and (b) the delayed impact of two General Service (Principal level) posts, established as from 1 January 2009, for Personal/Administrative Assistants to the High Commissioner and Deputy High Commissioner ($375,600).

23.54 Non-post resources totalling $1,182,700, representing a net increase of $15,700, provide for, inter alia, other staff costs, consultants and experts, travel of staff, contractual services and other operational requirements. The net increase is due primarily to increases for travel of staff and general operating requirements, offset by decreases for consultants and experts, contractual services and furniture and equipment.

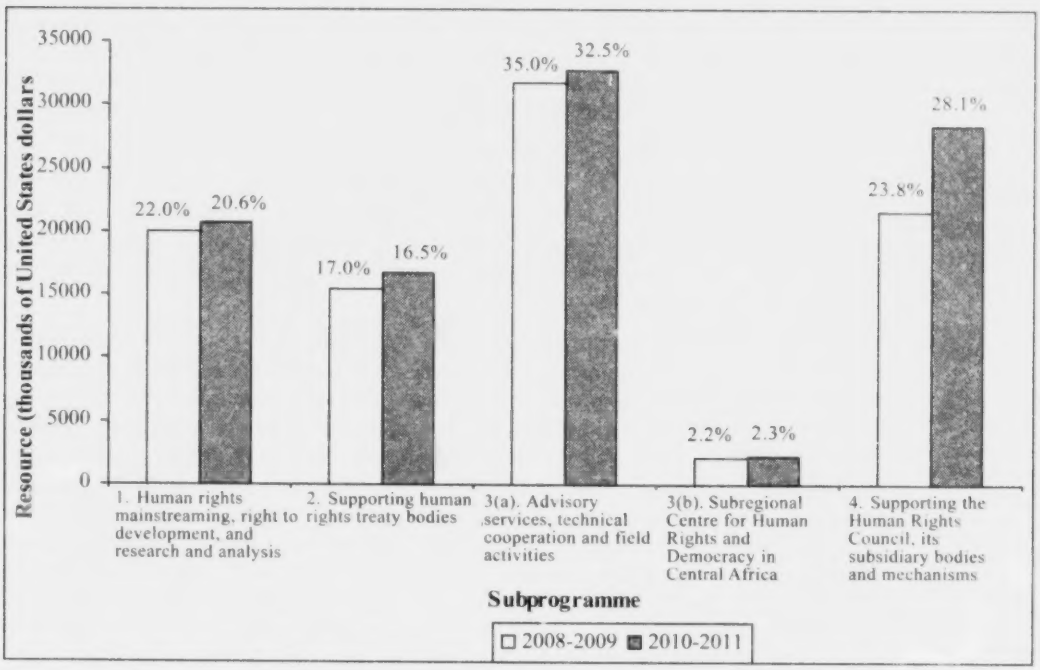
23.55 The Office of the High Commissioner is also supported by 30 posts (24 Professional and 6 General Service) funded from extrabudgetary resources. Extrabudgetary resources estimated at $12,333,200 are used primarily to carry out the activities of the Communications Section, the Donor and External Relations Section, as well as some of the activities of the Policy, Planning, Monitoring and Evaluation Section. The Executive Office and New York Office are also provided a limited level of extrabudgetary resources for ad hoc consultancies. The activities of the Policy, Planning, Monitoring and Evaluation Section funded from extrabudgetary resources relate to the implementation of an OHCHR performance monitoring system (including capacity-building of OHCHR staff in the regions and at headquarters). The main activities of the Communications Section to be funded from extrabudgetary resources relate to travel to the regions to gather appropriate public relations outreach material and liaise with civil society. All of the posts in the Donor and External Relations Section and the non-post activities conducted by it are funded entirely from extrabudgetary resources, as are the requirements of the Security and Safety Unit.

C. Programme of work

Table 23.10 **Resource requirements by subprogramme**

Category	*Resources (thousands of United States dollars)*		*Posts*	
	2008-2009	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
1. Human rights mainstreaming, right to development, research and analysis	19 926.8	20 736.1	53	53
2. Supporting human rights treaty bodies	15 390.0	16 661.1	54	54
3. Advisory services, technical cooperation and field activities:				
(a) Advisory services, technical cooperation and field activities	31 732.4	32 743.2	83	83
(b) Subregional Centre for Human Rights and Democracy in Central Africa	2 119.0	2 271.7	9	9
4. Supporting the Human Rights Council, its subsidiary bodies and mechanisms	21 552.2	28 365.8	67	69
Subtotal	**90 720.4**	**100 777.9**	**266**	**268**
Extrabudgetary	169 097.1	188 987.4	579	575
Total	**259 817.5**	**289 765.3**	**845**	**843**

Regular budget resource requirements by subprogramme



Subprogramme 1
Human rights mainstreaming, right to development, and research and analysis

Resource requirements (before recosting): $20,736,100

23.56 The subprogramme is under the responsibility of the Research and Right to Development Division. The subprogramme will be implemented in accordance with the strategy detailed under subprogramme 1 of programme 19 of the strategic framework for the period 2010-2011.

23.57 The subprogramme will continue to advance the promotion and protection of human rights and to ensure the High Commissioner's leadership role in pursuing cooperation within the United Nations system for the integration of all human rights into its development, humanitarian, peace and security, governance and rule of law programmes and activities, in order to contribute to the full and effective implementation of international human rights standards by States. Special attention will continue to be paid to mainstreaming the right to development with a view to ensuring that it is global in its reach and that effective support is provided to strengthening the global partnership for development between Member States, development agencies and the international development, financial and trade institutions, in accordance with General Assembly resolution 63/178. OHCHR will contribute to removing obstacles to the implementation of international human rights standards, based on an analysis of human rights problems and challenges, and through the development and application of expertise on human rights themes and methodologies, by increasing knowledge, awareness and understanding of human rights issues through research and analysis. Under this subprogramme, OHCHR will continue its advocacy for the indivisibility, interdependence and interrelatedness of all human rights by, inter alia, developing and consolidating partnerships within and outside the United Nations with the aim of strengthening national capacities in the areas of the rule of law, democracy and good governance and promoting a human rights-based approach to development, counter-terrorism and anti-trafficking measures. Strengthened support will continue to be given to the ongoing work in the areas of anti-discrimination, the enjoyment of all human rights by vulnerable and disadvantaged sectors of society, the effective implementation of the Millennium Development Goals, economic, social and cultural rights, methodology development and training. Support will continue to be given to the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery and the United Nations Voluntary Fund for Indigenous Populations.

(a) Human rights mainstreaming

Table 23.11 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of human rights and to further integrate human rights and their gender dimension into all relevant areas of work of the United Nations system.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Further integration of human rights aspects into development, humanitarian, peace and security, governance and rule of law programmes and activities of the United Nations system	(a) Increased number of United Nations projects and activities that further integrate human rights

	Performance measures:
	2006-2007: 40 projects and activities
	Estimate 2008-2009: 50 projects and activities
	Target 2010-2011: 60 projects and activities
(b) Strengthened capacity of the United Nations system, in particular United Nations country teams, to further integrate human rights into their respective programmes and activities and to assist Member States, at their request, in building and strengthening national human rights promotion and protection capacities	(b) Increased number of United Nations projects, activities and common country programming documents that further integrate human rights
	Performance measures:
	2006-2007: 15 documents
	Estimate 2008-2009: 30 documents
	Target 2010-2011: 40 documents
(c) Wider knowledge within the entire United Nations system, including United Nations country teams, of relevant human rights issues and their disability and gender dimension	(c) Increased number of resident and humanitarian coordinators, special representatives of the Secretary-General, other senior officials and country teams trained and advised by OHCHR
	Performance measures:
	2006-2007: 40 participants
	Estimate 2008-2009: 60 participants
	Target 2010-2011: 100 participants

External factors

23.58 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that there will be commitment and capacity on the part of United Nations offices, programmes, funds and specialized agencies to integrate human rights into their programmes and activities.

Outputs

23.59 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Human Rights Council:

a. Substantive servicing of meetings dedicated to human rights mainstreaming (4);

b. Parliamentary documentation: analytical reports in the area of human rights mainstreaming (2);

(ii) Advisory Committee: parliamentary documentation: studies/working papers/reports in the area of human rights mainstreaming (2);

(b) Other substantive activities (regular budget):

(i) Non-recurrent publications: training materials, guidelines and other tools on human rights for peacekeeping personnel and United Nations civilian police; learning packages and guidelines on human rights protection and compilations of best practices;

(ii) Booklets, fact sheets, wallcharts and information kits (15): production of tools and training materials on strengthening national protection systems in accordance with human rights mainstreaming activities (action 2) of the reform programme of the Secretary-General (General Assembly resolution 59/196, para. 11); on national capacity-building in the field of the administration of justice, particularly in post-conflict situations (General Assembly resolution 57/221); and on the establishment and functioning of transitional justice mechanisms in post-conflict situations (General Assembly resolution 60/159);

(iii) Promotion of legal instruments: provision of expert advice to United Nations entities as well as to Member States, at their request, on the strengthening of national human rights promotion and protection capacities, and integration of human rights aspects into development, humanitarian, peace and security, governance and rule of law programmes and activities;

(iv) Development of methodological tools in the areas of human rights protection, institution-building and education with the aim of facilitating to facilitate the integration of human rights aspects into United Nations policies, programmes and activities for development, peace and security, rule of law, governance and humanitarian assistance, and facilitating, where appropriate, the advancement of the practical applications of rights-based approaches to all the aforementioned areas (10);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: training courses for relevant United Nations entities on strengthening national human rights promotion and protection capacities and the use of tools and training materials (6); training courses for peacekeeping personnel, in line with Security Council resolutions 1296 (2000), 1325 (2000), 1379 (2001) and 1820 (2008) (8);

(ii) Seminars and workshops on the development of guidelines and tools for peacekeeping personnel (2), the development of best practices on access to justice and transitional justice and guidelines and tools on rule of law issues (8) and human rights protection for OHCHR, United Nations peace operations and other entities (4).

(b) Right to development

Table 23.12 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by contributing to the effective realization of the right to development.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Further integration of the promotion and protection of the right to development in global partnerships for development and, as appropriate, in the policies and operational activities of relevant actors at all levels	(a) Increased number of concrete measures and partnerships agreed to and applying progressively developed and refined criteria for the assessment of global development partnerships from the perspective of the right to development

	Performance measures: 2006-2007: 2 partnerships Estimate 2008-2009: 4 partnerships Target 2010-2011: 5 partnerships
(b) Enhanced awareness, knowledge and understanding of the right to development at all levels	(b) Increased number of activities, analytical papers and information materials organized or made available by OHCHR within and outside the United Nations in contribution to increasing knowledge, awareness and understanding of the realization of the right to development *Performance measures*: 2006-2007: 20 documents Estimate 2008-2009: 25 documents Target 2010-2011: 27 documents

External factors

23.60 Significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in the international bodies related to the right to development and the capacity and commitment of stakeholders to be engaged in and implement the right to development.

Outputs

23.61 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the area of the right to development (2);

(ii) Human Rights Council:

a. Substantive servicing of meetings dedicated to the right to development (4);

b. Parliamentary documentation: reports of the Working Group on the Right to Development (2) and of the high-level task force on the implementation of the right to development (2); analytical reports in the area of the right to development (2); reports of the Social Forum (2);

(iii) Advisory Committee:

a. Substantive servicing of meetings related to the right to development (2);

b. Parliamentary documentation: reports, studies and working papers in the area of the right to development (6);

(iv) Working Group on the Right to Development: substantive servicing of meetings: high-level task force on the implementation of the right to development (48);

(v) Social Forum: substantive servicing of meetings (12);

(b) Other substantive activities (regular budget):

(i) Booklets, fact sheets, wallcharts and information kits (20): learning packages on mainstreaming the right to development, including in national development strategies, such as poverty reduction strategy papers, national strategies for achieving the Millennium Development Goals and United Nations development frameworks; compilations of best practices; awareness-raising tools and kits (brochures, posters, etc.); booklets of frequently asked questions;

(ii) Promotion of legal instruments: provision of expert advice to Member States, at their request, United Nations entities and others on the implementation of the right to development; provision of support to the Working Group and high-level task force on the implementation of the right to development in regard to the application of criteria for the assessment of global development partnerships from the perspective of the right to development.

(c) Research and analysis

Table 23.13 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by increasing knowledge, awareness and understanding of human rights and enhancing research and analysis of human rights issues, problems and challenges, and the development and application of expertise on human rights themes and methodologies.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone, inter alia, by combating discrimination against groups, including but not limited to women, children, persons belonging to minorities, indigenous peoples, persons with disabilities, persons affected by HIV/AIDS, migrants, victims of trafficking and victims of enforced or involuntary disappearances	(a) Increased number of activities carried out and measures taken to promote and protect the enjoyment of human rights by members of those groups *Performance measures*: 2006-2007: 32 activities and measures Estimate 2008-2009: 54 activities and measures Target 2010-2011: 60 activities and measures
(b) Strengthened efforts that contribute to the elimination of racism, racial discrimination, xenophobia and related intolerance	(b) Increased number of measures taken to eliminate racism, racial discrimination, xenophobia and related intolerance *Performance measures*: 2006-2007: 18 measures Estimate 2008-2009: 20 measures Target 2010-2011: 24 measures

(c) Enhanced contribution of OHCHR to the effective achievement of the Millennium Development Goals	(c) Increased number of activities carried out and measures taken in contribution to the effective achievement of the Millennium Development Goals *Performance measures*: 2006-2007: 20 measures and activities Estimate 2008-2009: 30 measures and activities Target 2010-2011: 40 measures and activities
(d) Enhanced legal protection and advocacy for the implementation of all human rights, including economic, social and cultural rights, including at the country level	(d) Increased number of activities carried out and measures taken to strengthen legal protection and advocacy in implementing all human rights, including economic, social and cultural rights *Performance measures*: 2006-2007: 15 measures and activities Estimate 2008-2009: 25 measures and activities Target 2010-2011: 30 measures and activities
(e) More effective United Nations assistance to Member States and other stakeholders, at their request, in strengthening the rule of law and democracy mechanisms for the protection of all human rights for all	(e) Increased number of activities and measures undertaken to strengthen the rule of law and democracy mechanisms for the protection of all human rights *Performance measures*: 2006-2007: 36 measures and activities Estimate 2008-2009: 48 measures and activities Target 2010-2011: 50 measures and activities
(f) Enhanced methodological expertise to implement human rights activities and to provide advice and assistance to Governments and partners within and outside the United Nations system	(f) Increased number of methodological and operational guidelines and tools developed for the realization of human rights *Performance measures*: 2006-2007: 31 guidelines and tools Estimate 2008-2009: 48 guidelines and tools Target 2010-2011: 50 guidelines and tools

(g) Enhanced capacity of OHCHR to provide training and advice for promoting human rights compliance with a view to protecting rights-holders at the national level	(g) Increased number of advisers and training activities provided by OHCHR and its partners, as appropriate, in relevant substantive areas *Performance measures*: 2006-2007: 40 training activities Estimate 2008-2009: 50 training activities Target 2010-2011: 50 training activities

External factors

23.62 Significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in the international bodies acting in the relevant areas and the capacity and commitment of stakeholders to cooperate.

Outputs

23.63 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the areas of rule of law and democracy (10); racism, racial discrimination, xenophobia and related intolerance (4); indigenous peoples and minorities (2); the World Programme for Human Rights Education (2); and other thematic issues (12);

(ii) Economic and Social Council: parliamentary documentation: reports to the Permanent Forum on Indigenous Issues on activities undertaken by OHCHR to promote the rights of indigenous people (2);

(iii) Human Rights Council:

a. Substantive servicing of meetings: plenary meetings (92), meetings of the universal periodic review mechanism (40) and meetings of the following working groups: Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action (40); Working Group of Experts on People of African Descent (40); group of independent eminent experts appointed to follow up the Durban Declaration and Programme of Action (20); Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination (40); and Expert Mechanism on the Rights of Indigenous Peoples (20);

b. Parliamentary documentation: analytical reports in the areas of rule of law and democracy (24), economic, social and cultural rights (10), racism, racial discrimination, xenophobia and related intolerance (14), indigenous peoples and minorities (12), the World Programme for Human Rights Education (2) and other thematic issues (12); report containing the recommendations adopted by the group of independent eminent experts appointed to follow up the Durban Declaration and Programme of Action (2); reports of the Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action (2); reports of the Working Group of Experts on People of African Descent (2); reports of the Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination (2);

reports of the Expert Mechanism on the Rights of Indigenous Peoples (2); reports of the independent expert on human rights and international solidarity (2); reports of the Special Representative of the Secretary-General on the responsibilities of transnational corporations and related business enterprises with regard to human rights (2);

c. Other services: provision of substantive servicing to the special representatives and independent experts (2);

(iv) Advisory Committee:

a. Substantive servicing of meetings: plenary meetings (20); meetings of the Board of Trustees of the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery (20) and of the United Nations Voluntary Fund for Indigenous Populations (20);

b. Parliamentary documentation: reports, working papers and studies on various thematic issues considered by the Advisory Committee (30);

c. Other services: provision of substantive servicing to special rapporteurs of the Advisory Committee (8);

(b) Ad hoc expert groups: provisions are made for new ad hoc expert group meetings (14);

(c) Other substantive activities (regular budget):

(i) Non-recurrent publications: fact sheets (8): inter alia, combating torture (revision), complaints procedures (revision), Economic, social and cultural rights (revision), Committee against Torture (revision), minority rights (revision), Committee on the Rights of Persons with Disabilities, and right to water; professional training series (4): human rights reporting (revision), human rights investigation manual, guidance on witness protection, and glossary of human rights violations; reference material (6): inter alia, selected decisions of the Human Rights Committee, selected decisions of the Committee against Torture and compilation of United Nations core human rights treaties; special issue papers (8): inter alia, financing for development, Millennium Development Goals, combating racism, women's rights and gender issues, and transitional justice; reprints (14): fact sheets (8) in three languages, reference materials (4) in three languages and publications (2) in two languages;

(ii) Promotion of legal instruments: provision of expert advice on the implementation of economic, social and cultural rights and on the promotion, protection and mainstreaming of women's rights;

(iii) Booklets, fact sheets, wallcharts, information kits (30): management of the human rights information desk and dissemination of human rights documents and materials; tools and materials on the implementation of economic, social and cultural rights; preparation of awareness-raising materials on economic, social and cultural rights (brochures, posters, kits, etc.) and booklets on frequently asked questions; tools and materials on the implementation of women's rights; preparation of awareness-raising materials on women's rights (brochures, posters, kits, etc.) and booklets on frequently asked questions; tools and materials on the implementation of rights relating to minorities and indigenous peoples; preparation of awareness-raising materials on minorities and indigenous peoples (brochures, posters, kits, etc.) and booklets on frequently asked questions; tools and material on issues related to the fight against racism and racial discrimination; inputs to reports submitted to the universal periodic review mechanism (96);

(d) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: seminars on indigenous rights (5); major contributions to seminars for outside users organized by the OHCHR secretariat and other seminars (10); best practices in the promotion, protection and mainstreaming of women's rights (5); strengthening the protection of victims of trafficking and awareness-raising: seminars, workshops and training courses on economic, social and cultural rights (8); HIV/AIDS and human rights (4); human rights and persons with disabilities (4); strengthening rule of law and democracy mechanisms (4); and racism, racial discrimination, xenophobia and related intolerance (8);

(ii) Fellowships and grants: grant to human rights education efforts carried out at the local level by community-based organizations through the Assisting Communities Together project (165); implementation of the indigenous and minorities fellowship programmes (20).

Table 23.14 **Resource requirements: subprogramme 1**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	17 002.5	18 007.7	53	53
Non-post	2 924.3	2 728.4	—	—
Subtotal	**19 926.8**	**20 736.1**	**53**	**53**
Extrabudgetary	21 975.7	22 962.0	35	35
Total	**41 902.5**	**43 698.1**	**88**	**88**

23.64 The amount of $18,007,700, reflecting an increase of $1,005,200, provides for the continuation of the 53 posts indicated in table 23.14 (44 Professional and above and 9 General Service). The increase of $1,005,200 in post resources relates to the delayed impact of five posts approved in the biennium 2008-2009.

23.65 Non-post resources totalling $2,728,400, reflecting a net decrease of $195,900, provide for other staff costs, consultants, travel of representatives and staff, contractual services, and other general operating requirements. The net decrease of $195,900 is due to reduced requirements, inter alia, for other staff costs, ad hoc expert groups, travel of staff, and seminars and workshops, based on the pattern of expenditure, offset by increased requirements for travel of representatives.

23.66 The subprogramme is also supported by 35 posts (26 Professional and 9 General Service) funded from extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $18,968,400, will continue to be used during the biennium 2010-2011 to complement regular budgetary resources for the achievement of the objectives of subprogramme 1. In particular, such resources will continue to play an important role in developing conceptual linkages between human rights and development through research and analysis, in developing practical tools that will assist other United Nations agencies and programmes in integrating human rights into their activities, in implementing the right to development at the national level and in applying expertise on human rights themes and methodologies to increase knowledge, awareness and understanding of human rights issues.

23.67 Extrabudgetary resources available under the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery, estimated at $2,456,600, will facilitate the implementation of General Assembly resolution 46/122 by providing financial assistance to representatives of non-governmental organizations from various regions that deal with issues of contemporary forms of slavery to enable them to participate in the deliberations of the Working Group on Contemporary Forms of Slavery and by extending, through established channels of assistance, humanitarian, legal and financial aid to individuals whose human rights have been violated as a result of contemporary forms of slavery. In the biennium 2010-2011, such resources will be used for the allocation of travel and project grants and for the annual sessions of the Board of Trustees of the Fund.

23.68 Extrabudgetary resources available under the United Nations Voluntary Fund for Indigenous Populations, estimated at $1,537,000, will, in accordance with General Assembly resolutions 40/131, 50/156 and 56/140, be used to provide assistance to representatives of indigenous organizations and communities throughout the world so that they can attend the sessions of the Working Group on Indigenous Populations and the Permanent Forum on Indigenous Issues, and to enable them to have an impact on the overall programme of work by contributing towards enhanced legal protection and advocacy for the implementation of all human rights and towards strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone. Such resources will also be used for the allocation and payment of travel grants and the holding of the annual sessions of the Board of Trustees.

Subprogramme 2
Supporting human rights treaty bodies

Resource requirements (before recosting): $16,661,100

23.69 The subprogramme is under the responsibility of the Human Rights Treaties Division. The subprogramme has assumed responsibility for the servicing of the Committee on the Rights of Persons with Disabilities, a new body established in accordance with article 34, of the Convention on the Rights of Persons with Disabilities. The subprogramme will be implemented in accordance with the strategy detailed under subprogramme 2 of programme 19 of the strategic framework for the period 2010-2011.

23.70 The activities of the subprogramme will further the enjoyment and protection of human rights by providing substantive and technical support and advice to the United Nations human rights treaty bodies, as well as by increasing knowledge and awareness of the international human rights machinery among national and international actors. Substantive and technical support, including analytical capacity, will be provided to the human rights treaty bodies in relation to the review of reports of States parties, the conduct of country visits, where provided for in the treaty or upon request of States, and the processing of individual complaints, so that recommendations can more readily be implemented. Follow-up to treaty body recommendations, in cooperation with other relevant OHCHR branches, is an integral part of the activities carried out under this subprogramme. OHCHR will support the efforts of the human rights treaty bodies to harmonize and improve their working methods, as well as their efforts to assist requesting States parties in the effective implementation of international human rights standards and in complying with their treaty commitments. Together with the other relevant parts of OHCHR as well as United Nations agencies, non-governmental organizations, national human rights institutions and the media, the activities of this subprogramme will promote awareness and knowledge of all international human rights treaties, including their ratification. Support for the United Nations Voluntary Fund for Victims of Torture and its Board of Trustees will continue. The activities of the subprogramme will also continue to enhance, in partnership with other divisions of OHCHR, cooperation with stakeholders at all levels that can benefit from and/or contribute to the work of treaty bodies. More

effective coordination and streamlining of OHCHR documentation are also part of the responsibilities falling under this subprogramme.

Table 23.15 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by providing substantive support and advice to the United Nations human rights treaty bodies, and by increasing the knowledge and awareness of the international human rights treaties and the work of all treaty bodies among national and international actors.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Timely delivery of required substantive and other support to treaty bodies, in order to ensure that their recommendations emanating from the review of States parties' reports are implementable, including as a result of country visits and consideration of individual complaints, where required by treaty bodies	(a) (i) Increased number of documents submitted on time and in compliance with relevant rules and regulations for the issuance of documentation for consideration by treaty bodies *Performance measures:* 2006-2007: not available Estimate 2008-2009: to be determined Target 2010-2011: 10 per cent increase (ii) Number of measures taken to strengthen support to treaty bodies and to promote the follow-up to treaty body recommendations, concluding observations and decisions *Performance measures:* 2006-2007: 9 activities and measures Estimate 2008-2009: 15 activities and measures Target 2010-2011: 15 activities and measures
(b) Timely delivery of required substantive support to States parties related to their participation in more streamlined and harmonized reporting procedures before treaty bodies	(b) Increased number of instances in which treaty bodies considered States parties' reports based on the streamlined and harmonized reporting procedure *Performance measures:* 2006-2007: 3 reports of States parties Estimate 2008-2009: 6 reports of States parties Target 2010-2011: 10 reports of States parties

(c) Enhanced awareness, knowledge and understanding of treaty body outputs among national and international actors, including through new and effective methods of dissemination, such as better use of the Internet	(c) Increased number of national and international actors at all levels making use of treaty body recommendations and decisions with the support of OHCHR *Performance measures*: 2006-2007: 50 references made Estimate 2008-2009: 75 references made Target 2010-2011: 75 references made
(d) Enhanced cooperation with stakeholders at all levels who can benefit from and/or contribute to the work of treaty bodies, including in follow-up to treaty body recommendations	(d) Increased number of activities carried out and measures taken in cooperation with stakeholders at all levels, including in follow-up to treaty body recommendations *Performance measures*: 2006-2007: 2 activities and measures Estimate 2008-2009: 4 activities and measures Target 2010-2011: 6 activities and measures

External factors

23.71 Significant external factors that may adversely affect the achievement of the expected accomplishments are the cooperation of other United Nations bodies, organs and external parties and the decisions of States parties and treaty-mandated bodies.

Outputs

23.72 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: reports of the Committee on the Elimination of Discrimination against Women (2); reports of the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (2); reports on the status of the Convention on the Elimination of All Forms of Discrimination against Women (2); reports on the status of the International Convention on the Elimination of All Forms of Racial Discrimination (2); reports of the Committee on the Rights of the Child (2); reports of the Committee against Torture (2); reports of the Committee on the Elimination of Racial Discrimination (2); reports of the Human Rights Committee (2); reports of the meetings of persons chairing the human rights treaty bodies (2); reports on the United Nations Voluntary Fund for Victims of Torture (2); reports on the effective implementation of international instruments of human rights, including reporting obligations under international instruments of human rights (2); reports on the financial situation of the Committee on the Elimination of Racial Discrimination (2); reports of the Committee on the Rights of Persons with Disabilities (1);

(ii) Economic and Social Council: parliamentary documentation: reports of the Committee on the Elimination of Discrimination against Women (2); reports of the Committee on

Economic, Social and Cultural Rights (2); reports on the election of nine members of the Committee on Economic, Social and Cultural Rights (2);

(iii) Human Rights Council: parliamentary documentation: report on the United Nations Voluntary Fund for Victims of Torture (2); reports on the status of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (2); reports on the status of the Convention on the Rights of the Child (2); reports on the status of the International Covenants on Human Rights (2); reports on the effective implementation of international instruments on human rights, including reporting obligations under international instruments on human rights (2);

(iv) Meeting of States parties to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(v) Meeting of States parties to the International Convention on the Elimination of All Forms of Racial Discrimination:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(vi) Meeting of States parties to the Convention on the Rights of the Child:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(vii) Meeting of States parties to the Convention on the Elimination of All Forms of Discrimination against Women:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: declarations, reservations, objections and notifications of withdrawal of reservations related to the Convention (1); preparatory report for the meeting of States parties to the Convention, as requested (1); report of the meeting of States parties to the Convention (1);

(viii) Meeting of States parties to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: report of the Secretary-General for consideration by the States parties (1);

(ix) Meeting of States parties to the International Covenant on Civil and Political Rights:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by States parties (2);

(x) Committee on the Rights of Persons with Disabilities:

a. Substantive servicing of meetings: plenary meetings of the Committee on the Rights of Persons with Disabilities (40); meeting of States parties (2);

b. Parliamentary documentation: reports of the Committee on the Rights of Persons with Disabilities (2);

(xi) Commission on the Status of Women: parliamentary documentation: notes by the Secretary-General transmitting the results of the deliberations of the Committee on the Elimination of Discrimination against Women, submitted in accordance with article 21.2 of the Convention (2);

(xii) Human Rights Committee:

a. Substantive servicing of meetings: pre-sessional working group (60); plenary meetings of the Committee (180);

b. Parliamentary documentation: individual communications under the first Optional Protocol to the International Covenant on Civil and Political Rights: decisions or views (240); concluding observations on the reports of States parties (30); lists of issues relating to country reports (25); reports on follow-up to communications under the first Optional Protocol to the Covenant on Civil and Political Rights (6); general comments (2);

(xiii) Committee on the Rights of the Child:

a. Substantive servicing of meetings: 180 plenary meetings and 60 pre-sessional working group meetings (240);

b. Parliamentary documentation: reports on the Optional Protocol to the Convention on the Rights of the Child (sale of children, child prostitution and child pornography) (20); reports on the Optional Protocol to the Convention on the Rights of the Child (involvement of children in armed conflict) (20); concluding observations on the reports of States parties (50); lists of issues relating to all country reports, including those relating to the Optional Protocols (50); general comments (4);

(xiv) Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings: plenary meetings of the Committee (60);

b. Parliamentary documentation: concluding observations on the reports of States parties (12); lists of issues (12); general comments (1);

(xv) Committee on the Elimination of Racial Discrimination:

a. Substantive servicing of meetings (120);

b. Parliamentary documentation: reports relating to individual communications under article 14 of the International Convention on the Elimination of All Forms of Racial Discrimination (11); concluding observations on the reports of States parties (18); reports on follow-up to communications under article 14 of the Convention (4); general comments (2);

(xvi) Committee on the Elimination of Discrimination against Women:

a. Substantive servicing of meetings: plenary and chamber meetings of the Committee (240); two working groups on the Optional Protocol to the Convention

on the Elimination of All Forms of Discrimination against Women (10 meetings per session for a total of 20 meetings each year) (40);

b. Parliamentary documentation: conference room paper on the report of the pre-sessional working group (3 reports annually) (6); decisions of the Committee under articles 2 and 8 of the Optional Protocol to the Convention (12); identification of trends in the implementation of specific articles of the Convention that are to be decided on, or specific recommendations made by the Committee to assist it in its consideration of the reports of States parties (1 report per session) (6); lists of issues and questions (38 reports annually) (76); reports, as requested, on the work of the Committee (1 report per session) (6); status of submission of reports (1 report per session) (6); ways and means of expediting the work of the Committee (1 report per session) (6); report on inquiries (2);

(xvii) Committee against Torture:

a. Substantive servicing of meetings: 100 meetings (120);

b. Parliamentary documentation: lists of issues relating to country reports (30); concluding observations on the reports of States parties (30); confidential reports relating to the inquiry procedure under article 20 of the Convention (4); reports on individual communications under article 22 of the Convention (60); reports on the results of inquiries into the alleged systematic practice of torture in States parties (4); reports on follow-up to individual communications under article 22 of the Convention (4); communication under article 20 (1); general comments (2);

(xviii) United Nations Voluntary Fund for Victims of Torture, Board of Trustees: substantive servicing of meetings (32); management of projects (250);

(xix) Meetings of persons chairing the human rights treaty bodies:

a. Substantive servicing of meetings: meetings of persons chairing the human rights treaty bodies (including 12 additional inter-committee meetings) (32);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the General Assembly (2); reports of the chairpersons of the human rights treaty bodies (2); reports on the working methods of the human rights treaty bodies in relation to the State party reporting process (2); reports on the implementation of the recommendations of the inter-committee meetings and the meetings of chairpersons (2); recent reporting history (2);

(xx) Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings: meetings of the Subcommittee (60);

b. Parliamentary documentation: recommendations and observations on country visits (10); reports to the Committee against Torture on the activities of the Subcommittee (2); follow-up reports (3);

(xxi) Committee on Economic, Social and Cultural Rights:

a. Substantive servicing of meetings: plenary session (120); pre-sessional working group (40);

b. Parliamentary documentation: lists of issues relating to country reports (24); concluding observations (24); country profiles (36); general comments (3);

(xxii) Meeting of the State parties to the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment:

a. Substantive servicing of meetings: meetings of the States parties (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (1);

(xxiii) Committee on the Elimination of Discrimination against Women: pre-sessional working group: substantive servicing of meetings: pre-sessional working group (10 meetings per session for a total of 30 meetings each year) (60);

(b) Other substantive activities (regular budget):

(i) Recurrent publications: The Work of the Committee against Torture under the procedure governed by article 22 of the Convention, volume (2); The Work of the Committee on the Elimination of Discrimination against Women, volume (2); The Work of the Human Rights Committee under the Optional Protocol, volume (4);

(ii) Booklets, fact sheets, wallcharts, information kits: booklets, fact sheets, wallcharts, information kits, information brochures concerning the activities of the treaty bodies (5);

(iii) Special events: briefings of new members of the various committees (1);

(iv) Promotion of legal instruments: briefings of Member States and United Nations entities on procedural issues relating to the human rights treaty bodies (2); Committee against Torture: follow-up activities on the recommendations made under article 22 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (2); Committee against Torture: follow-up to the reporting procedure (2); Committee on the Elimination of Racial Discrimination: follow-up of the opinions formulated under article 14 of the Convention (2); Committee on the Rights of the Child: follow-up to the reporting procedure (2); follow-up of individual complaints lodged at the country level under the first Protocol to the International Covenant on Civil and Political Rights (1); follow-up of views formulated by the Committee on the Elimination of Discrimination against Women under the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (2); International Covenant on Civil and Political Rights: follow-up to the reporting procedure (2); migrant workers: follow-up to the reporting procedure (1); case management of petitions (1); preparation of legal analysis and repertoire for the Committee on the Elimination of Discrimination against Women and translation of same (2); preparation of legal analysis and repertoire for the Human Rights Committee, Committee against Torture and the Committee on the Elimination of Racial Discrimination and translation of same (1); processing of backlog of individual complaints addressed to the Human Rights Committee (in Russian and Spanish) (1);

(v) Seminars for outside users: formulation and implementation of projects (project management) (2);

(vi) Contribution to joint outputs: contribution to inter-branch activity (1);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: project on follow-up to the recommendations of treaty bodies (funded by the European Union) (5); participation in training and seminars (20);

(ii) Field projects: secondment to field missions to advise United Nations country teams and help in the design of human rights strategies (1);

(d) Conference services, administration, and oversight (regular budget/extrabudgetary):

(i) Documentation and publication services: Documents Processing Unit (1);

(ii) Evaluations: monitoring and evaluation of the projects funded by the United Nations Voluntary Fund for Victims of Torture (70 project visits and evaluations) (1).

Table 23.16 **Resource requirements: subprogramme 2**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	14 719.6	16 279.6	54	54
Non-post	670.4	381.5	—	—
Subtotal	**15 390.0**	**16 661.1**	**54**	**54**
Extrabudgetary	31 103.4	33 127.8	22	18
Total	**46 493.4**	**49 788.9**	**76**	**72**

23.73 The amount of $16,279,600, reflecting a net increase of $1,560,000, provides for the 54 posts indicated in table 23.16, consisting of: (a) the continuation of 53 posts (37 Professional and above and 16 General Service); and (b) the inward redeployment of one General Service (Other level) post from subprogramme 4, Supporting the Human Rights Council, its subsidiary bodies and mechanisms. The proposed net increase is related to the delayed impact ($1,852,200) of 10 posts approved for the biennium 2008-2009 and the inward redeployment of one General Service (Other level) post from subprogramme 4 to provide support to the Director of the Human Rights Treaties Division ($216,400), offset by the outward redeployment of one D-2 post to subprogramme 4 ($508,600).

23.74 Non-post resources totalling $381,500, reflecting a net decrease of $288,900, provide for, inter alia, other staff costs, consultants, travel of representatives and staff, and other operational requirements. The decrease of $288,900 relates largely to reduced requirements for travel of representatives to follow up the recommendations of the committees, the transfer of responsibility for the new complaints procedure and of the Human Rights Council Branch to subprogramme 4, and travel of staff and operational requirements incurred during field missions, offset by additional requirements for consultants and experts.

23.75 The subprogramme is also supported by 18 posts (13 Professional and 5 General Service) funded from extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $7,464,000, have been crucial to ensuring enhanced coordination and synergy among the treaty bodies and strengthening their collaboration with stakeholders, including States parties, the specialized agencies and other United Nations bodies, and non-governmental organizations. In addition, the training workshops financed from those resources will continue to enhance the implementation of the treaties and of the recommendations of the treaty bodies, as contained in their concluding observations and views. They will also provide a vehicle by which human rights consciousness at the national level can be raised through capacity-building for stakeholders. This, in turn, contributes to the promotion and

protection of the human rights of individuals. Participants in the workshops are expected to continue to provide concrete information on the impact of the activities and how they contribute to legislative and policy change.

23.76 Extrabudgetary resources available under the United Nations Voluntary Fund for Victims of Torture, estimated at $25,663,800, will be used, in accordance with General Assembly resolution 36/151, to assist victims of torture and members of their families throughout the world. In particular, the programme is expected to finance approximately 200 projects in over 60 countries and provide victims of torture and members of their families with medical, psychological, social, economic, legal and other forms of humanitarian assistance.

Subprogramme 3
Advisory services, technical cooperation and field activities

23.77 The Advisory Committee on Administrative and Budgetary Questions requested that a subsection on the requirements of the Subregional Centre for Human Rights and Democracy in Central Africa be included in future budget submissions (A/62/7, para. VI.18). The presentation of the resource requirements under subprogramme 3 have been formulated in response to that request.

(a) Advisory services, technical cooperation and field activities

Resource requirements (before recosting): $32,743,200

(b) Subregional Centre for Human Rights and Democracy in Central Africa

Resource requirements (before recosting): $2,271,700

23.78 The subprogramme is under the responsibility of Field Operations and Technical Cooperation Division. The subprogramme will be implemented in accordance with the strategy detailed under subprogramme 3 of programme 19 of the strategic framework for the period 2010-2011.

23.79 The subprogramme will focus on strengthening the implementation of international human rights standards at the national level. Specifically, subprogramme 3 will continue to develop and deliver advisory services and technical assistance programmes at the national, subregional and regional levels, at the request of Governments, in order to build national infrastructure and enhance national capacities for human rights promotion and protection. OHCHR will enhance its partnerships with United Nations country teams and peacekeeping and peacebuilding missions in assisting requesting countries in the development of national human rights protection systems, guided by, inter alia, the recommendations of human rights treaty bodies and the human rights monitoring mechanisms of the Human Rights Council. This will be achieved by means of joint activities with United Nations offices or missions, the deployment of human rights officers and the provision of expert advice from headquarters, regional and country offices, since the number of technical cooperation activities has continued to grow, from 1 in 1993 to 51 today. Subprogramme 3 will also continue to ensure the efficient and effective functioning of the country-specific special procedures of the Human Rights Council and to provide a prompt response to early signs of potential human rights emergencies.

Table 23.17 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by cooperating with countries in efforts to strengthen the implementation of international human rights standards at the national level, including through assistance to requesting States, support to national plans and capacity-building for human rights promotion and protection.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced capacity of the United Nations to assist States, at their request, in their effort to translate their international human rights obligations into effective laws, regulations and policies	(a) Increased number of legislative and policy changes in accordance with relevant human rights standards and instruments as a result of OHCHR assistance to requesting States *Performance measures*: 2006-2007: 13 legislative and policy changes Estimate 2008-2009: to be determined Target 2010-2011: 16 legislative and policy changes
(b) Enhanced institutional capacity development at the national level through engagement with requesting States, to meet the challenges to the full realization of human rights	(b) Increased number of institutions established or strengthened in the field of human rights at the national level through assistance and training provided by OHCHR *Performance measures*: 2006-2007: 50 national human rights institutions Estimate 2008-2009: 55 national human rights institutions Target 2010-2011: 60 national human rights institutions
(c) Increased outreach in the provision of mutually agreed assistance, including to remote areas, through advisory services and technical cooperation, to promote and protect all human rights	(c) Increased mutually agreed assistance, including to remote areas, through advisory services and technical cooperation *Performance measures*: 2006-2007: none undertaken Estimate 2008-2009: to be determined Target 2010-2011: 10 activities

(d) Enhanced support of OHCHR to human rights education and awareness-raising, including at the national level	(d) Increased number of institutionalized human rights training and education programmes for all relevant actors, introduced at the national, subregional and regional levels, with the support of the United Nations human rights programme *Performance measures*: 2006-2007: 10 institutionalized programmes Estimate 2008-2009: 14 institutionalized programmes Target 2010-2011: 16 institutionalized programmes
(e) Enhanced capacity of United Nations country teams and United Nations peace missions to assist requesting countries in their effort to develop national human rights protection systems	(e) Increased number of programmes implemented by United Nations country teams and human rights components of United Nations peace missions in support of national human rights protection systems, in cooperation with requesting countries *Performance measures*: 2006-2007: 14 programmes Estimate 2008-2009: 18 programmes Target 2010-2011: 22 programmes
(f) Enhanced OHCHR capacity to contribute to the prevention of the continuation of human rights violations in accordance with the mandate of the High Commissioner for Human Rights	(f) Increased number of cases in which OHCHR assisted in resolving identified situations of large-scale human rights violations at short notice *Performance measures*: 2006-2007: 2 cases Estimate 2008-2009: 4 cases Target 2010-2011: 8 cases

External factors

23.80 Significant external factors that may affect the achievement of the expected accomplishments are: (a) the level of cooperation extended by key stakeholders, such as Governments, United Nations country teams, civil society and national institutions, as well as regional and international organizations; and (b) action taken by United Nations legislative organs on mandates and activities.

Outputs

23.81 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: report of the Secretary-General on national institutions for the promotion and protection of human rights (1); reports of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories (2); such reports as may be entrusted to the Secretary-General, the High Commissioner and country-specific mandate holders (15);

(ii) Human Rights Council:

a. Substantive servicing of meetings: servicing of meetings of the Council for which the subprogramme has substantive responsibility (50);

b. Parliamentary documentation: reports of the Secretary-General on national institutions for the promotion and protection of human rights (1); report on regional cooperation for the promotion and protection of human rights in the Asia-Pacific region (1); report of the Secretary-General on the implementation of the programme of advisory services and technical cooperation in the field of human rights (1); such reports on country mandates as may be entrusted to the Secretary-General, the High Commissioner and to mandate holders (19); preparation of communications sent by holders of country-specific special procedure mandates on behalf of alleged victims of human rights violations (2);

(iii) Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories: substantive servicing of meetings (10);

(iv) United Nations Voluntary Fund for Technical Cooperation in the Field of Human Rights, Board of Trustees: substantive servicing of meetings: secretariat of the Board of Trustees (24);

(b) Other substantive activities (regular budget/extrabudgetary):

(i) Press releases, press conferences: briefing notes (120) and speeches for the High Commissioner and other United Nations officials or bodies (1); meetings with Member States (10) and donor countries (10); press releases and media briefings by the High Commissioner on human rights field presences (45);

(ii) Special events: briefing notes and speeches for the High Commissioner and other United Nations officials or bodies (120);

(iii) Technical material: development and maintenance on the OHCHR Intranet site of a database on geographic information and on the management of the project cycle (1); preparation of human rights training materials for targeted professional groups (14); maintenance of information on field activities and technical cooperation in the form of country web pages on the OHCHR website (1);

(iv) Promotion of legal instruments: provision of support for the official country visits of the High Commissioner (1);

(v) Contribution to joint outputs: provision of expert advice and substantive backstopping to human rights components of peacekeeping operations (1);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Advisory services: development, management, implementation, monitoring and evaluation of national and regional technical cooperation projects (50); implementation of a programme of technical cooperation in Cambodia (1); provision of advisory services and substantive human rights support at the request of Governments and United Nations country teams, programmes and agencies (45);

(ii) Training courses, seminars and workshops: annual meetings of heads of OHCHR field presences (5); regional and subregional consultations and workshops (11);

(iii) Field projects: provision of support to OHCHR country offices, regional offices and centres and human rights advisers in United Nations country teams, including prior assessments, planning, inception, backstopping, monitoring, and evaluation of operations (23).

(a) Advisory services, technical cooperation and field activities

Table 23.18 **Resource requirements: subprogramme 3**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	25 240.0	26 883.6	83	83
Non-post	6 492.4	5 859.6		
Subtotal	**31 732.4**	**32 743.2**	**83**	**83**
Extrabudgetary	106 539.4	121 886.3	491	491
Total	**138 271.8**	**154 629.5**	**574**	**574**

23.82 The amount of $26,883,600, reflecting a net increase of $1,643,600, provides for the continuation of the 83 posts indicated in table 23.18 (66 Professional and above and 17 General Service). The increase in posts resources is due to the delayed impact of five posts approved in the biennium 2008-2009 for the Field Operations and Technical Cooperation Division.

23.83 Non-post resources totalling $5,859,600, reflecting a net decrease of $632,800, provide for, inter alia, other staff costs, consultants, travel of representatives and staff, and other operational requirements. The net decrease of $632,800 is due mainly to reduced requirements based on the pattern of expenditure for, inter alia, consultants, travel of representatives and staff, and general operating requirements, offset by increased requirements for general temporary assistance and grants and contributions.

23.84 The subprogramme is also supported by 491 posts (181 Professional and 310 National Officer and General Service) funded by extrabudgetary resources.

23.85 Extrabudgetary resources available under the United Nations Voluntary Fund for Advisory Services and Technical Assistance in the Field of Human Rights, estimated at $31,294,500, will enable OHCHR to implement projects globally, in accordance with the mandate of the High Commissioner and that entrusted to the High Commissioner by the Human Rights Council and other policymaking bodies. These projects and activities are carefully designed to assist States in their efforts to incorporate international human rights standards into national laws, policies and

practices. The projects will contribute to the building of national, regional and global capacities for democracy and the rule of law. In collaboration with the Board of Trustees, efforts will continue towards ensuring one coherent United Nations human rights programme that will link the work of the treaty bodies, special procedures and technical cooperation.

23.86 Resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $87,936,100, will provide for, inter alia, continued and efficient support for the country-specific special procedures of the Human Rights Council and the consolidation and maintenance of country web pages on OHCHR field activities. Further, they will enable continued support for project activities implemented from geographic desks at headquarters or by field presences, complementing the programme of work of OHCHR financed from regular budgetary resources.

23.87 The Trust Fund for Human Rights Education in Cambodia, for which resources for the biennium 2010-2011 are estimated at $2,655,700, will enable OHCHR to provide assistance in the areas of legal reform, administration of justice, reporting obligations, human rights education and training, monitoring of human rights situations and the strengthening of the capacities of non-governmental organizations, which will contribute to the building of national capacity to incorporate international human rights standards into national laws, policies and practices.

(b) Subregional Centre for Human Rights and Democracy in Central Africa

Table 23.19 **Resource requirements: subprogramme 3**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recostings)*	*2008-2009*	*2010-2011*
Regular budget				
Post	1 485.9	1 643.4	9	9
Non-post	633.1	628.3	—	—
Subtotal	**2 119.0**	**2 271.7**	**9**	**9**
Extrabudgetary	634.7	718.9	—	—
Total	**2 753.7**	**2 990.6**	**9**	**9**

23.88 The amount of $1,643,400, reflecting an increase of $157,500, provides for the continuation of the nine posts indicated in table 23.19 (4 Professional and 5 National Officer and Local level). The increase in post resources relates to the delayed impact of one P-3 post for a Human Rights Officer and one Local level post approved in the biennium 2008-2009.

23.89 Non-post resources totalling $628,300, reflecting a net decrease of $4,800, provide for, inter alia, other staff costs, travel of staff, grants and contributions and other operational requirements.

23.90 Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated of $718,900, will provide for the Subregional Centre and the delivery of the planned programme outputs.

Subprogramme 4
Supporting the Human Rights Council, its subsidiary bodies and mechanisms

Resource requirements (before recosting): $28,365,800

23.91 This subprogramme is under the responsibility of the proposed Human Rights Council and Special Procedures Division. The subprogramme will be implemented in accordance with the strategy detailed under subprogramme 4 of programme 19 of the strategic framework for the period 2010-2011.

23.92 Under this subprogramme, efforts will focus on: (a) providing secretariat services and support to the principal Charter-based organs in the field of human rights, to the Human Rights Council and its expert advisory body, the Human Rights Council Advisory Committee, to other subsidiary mechanisms, including the universal periodic review, and to the two working groups established under the Council's complaint procedure, namely, the Working Group on Communications and the Working Group on Situations; and (b) providing substantive and administrative support to thematic fact-finding procedures and to the Forum on Minorities, with a view to protecting potential victims and reducing the occurrence of human rights violations. This will entail: facilitating the implementation of the recommendations of the thematic special procedures, including through the provision of qualitative analysis of specific thematic issues, as well as the exchange of information, where appropriate, between mandate holders and OHCHR country engagement activities; disseminating knowledge of the findings and methodology of the thematic special procedures and improving coordination, where appropriate, among mandate holders and between them and other human rights mechanisms; and facilitating the contribution of special procedures to the identification of impending human rights challenges and to the formulation and implementation of technical cooperation programmes. Secretariat services and support are also provided to the subsidiary mechanisms of the Human Rights Council under subprogrammes 1 and 3.

Table 23.20 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by providing substantive and technical support as well as advice to the Human Rights Council, its subsidiary bodies and mechanisms, including the Advisory Committee, special procedures, universal periodic review and complaint procedure.

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Prompt and effective provision of substantive, technical and expert support and advice to the Human Rights Council, its subsidiary bodies and mechanisms	(a) (i) Increased percentage of documents submitted on time for consideration by the Human Rights Council in compliance with relevant rules and regulations on issuance of documentation *Performance measures*: 2006-2007: 40 per cent Estimate 2008-2009: 45 per cent Target 2010-2011: 47 per cent

	(ii) Increased number of Member States providing positive feedback as a result of the support provided by the Secretariat *Performance measures:* 2006-2007: not available Estimate 2008-2009: 28 Target 2010-2011: 32
(b) Timely and effective assistance, as appropriate, to States within the framework of the universal periodic review mechanism	(b) Increased number of activities carried out and measures taken to facilitate briefing and training activities, upon request by States, for the preparation of their submissions *Performance measures:* 2006-2007: not available Estimate 2008-2009: 15 activities and measures Target 2010-2011: 30 activities and measures
(c) Timely and effective assistance to requesting States to assist them in the implementation of the recommendations they have agreed to in the universal periodic review process, including through the provision of assistance from the relevant universal periodic review trust fund	(c) Number of requesting countries assisted in the implementation of universal periodic review recommendations *Performance measures:* 2006-2007: not applicable Estimate 2008-2009: 5 activities Target 2010-2011: 20 activities
(d) Enhanced support to improve the impact of the work of special procedures mandate holders through the analysis of gaps in the implementation of international human rights standards and timely advice for addressing gross and systematic violations of human rights	(d) (i) Increased number of plans and activities supported by OHCHR in follow-up to reports and recommendations made by the thematic mandate holders *Performance measures:* 2006-2007: 4 activities Estimate 2008-2009: 6 activities Target 2010-2011: 8 activities (ii) Increased number of responses, feedback and follow-up to activities by special procedures mandate holders, including individual communications

	Performance measures:
	2006-2007: 575 responses
	Estimate 2008-2009: 600 responses
	Target 2010-2011: 630 responses
(e) Enhanced support to the complaint procedure established to address consistent patterns of gross and reliably attested violations of all human rights and all fundamental freedoms occurring in any part of the world and under any circumstance	(e) (i) Increased percentage of documents submitted on time for consideration
	Performance measures:
	2006-2007: not applicable
	Estimate 2008-2009: 80 per cent
	Target 2010-2011: 85 per cent
	(ii) Percentage of communications considered by the implementing bodies as a result of timely and effective support by the Secretariat
	Performance measures:
	2006-2007: 70 per cent
	Estimate 2008-2009: 80 per cent
	Target 2010-2011: 90 per cent
(f) Enhanced cooperation with stakeholders at all levels who can benefit from and/or contribute to the work of the Human Rights Council, its subsidiary bodies and mechanisms	(f) Strengthened partnerships, including with Governments, civil society organizations, United Nations agencies and programmes and the United Nations human rights machinery, including treaty bodies and policymaking bodies cooperating in the implementation of special procedure findings and universal periodic review outcomes
	Performance measures:
	2006-2007: 50 special procedure outcomes
	Estimate 2008-2009: 60 special procedure outcomes
	Target 2010-2011: to be determined (special procedure findings and universal periodic review outcomes)

External factors

23.93 Significant external factors which may affect the activities of the subprogramme are: (a) extent of cooperation of other United Nations bodies and organs; (b) circumstances affecting the responsiveness of Governments and other partners to special procedure recommendations, findings, communications and requests; and (c) availability of human and financial resources.

Outputs

23.94 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: reports of the independent expert on the effects of economic reform policies and foreign debt on the full enjoyment of all human rights, particularly economic, social and cultural rights (2); reports of the Representative of the Secretary-General on internally displaced persons (2); report of the Special Rapporteur on adequate housing (2); reports of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance (2); reports of the Special Rapporteur on extrajudicial, summary or arbitrary executions (2); reports of the Special Rapporteur on freedom of religion or belief (2); reports of the Special Rapporteur on the human rights of migrants (2); reports of the Special Rapporteur on the independence of judges and lawyers (2); reports of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism (2); reports of the Special Rapporteur on the question of torture and other cruel, inhuman and degrading treatment and punishment (2); reports of the Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health (2); report of the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people (1); reports of the Special Representative of the Secretary-General on the situation of human rights defenders (2); report of the Working Group on Enforced or Involuntary Disappearances (1); reports of the Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination (2); report of the independent expert on minority issues (1); reports on human rights and thematic procedures (2); reports of the Human Rights Council (2); such reports on thematic mandates as may be entrusted to the Secretary-General, the High Commissioner and mandate holders (4); transmission of the report of the independent expert on the question of human rights and extreme poverty (2); transmission of the report of the Special Rapporteur on the right to food (2);

(ii) Human Rights Council:

a. Substantive servicing of meetings: Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination (40); annual meetings of special rapporteurs, special representatives, independent experts appointed under the special procedures of the Human Rights Council and chairpersons of working groups of the special procedures (20); closed meetings of the Human Rights Council under the complaint procedure (8); consultative group for the appointment of holders of special procedures mandates (20); coordination committee (20); expert mechanism on the rights of indigenous people (20); Forum on Minority Issues (8); high-level task force on the right to development (48); Human Rights Council, plenary meetings (200); Human Rights Council, special sessions (40); Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action (40); meetings of the Working Group on Communications (40); meetings of the Working Group on Situations (40); meetings of thematic drafting groups (60); open-ended Working Group on the Right to Development (20); pre-session, in-session and post-session meetings of the Bureau of the Human Rights Council (40); review of States undertaken by the Working Group of the universal periodic review mechanism (120); Social Forum (12); technical servicing of events and consultations held in parallel with

the sessions of the Human Rights Council (400); Working Group of Experts on People of African Descent (40); Working Group on Arbitrary Detention (72); Working Group on Enforced or Involuntary Disappearances (72); Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination (72);

b. Parliamentary documentation: five documents for each of the 96 countries reviewed under the universal periodic review mechanism (480); annotated agenda of the Working Group on Communications (4); annotated agenda of the Working Group on Situations (4); annotations to the provisional agenda of the Human Rights Council (6); monthly confidential lists of communications (24); reports of the independent expert on the issue of human rights obligations related to access to safe drinking water and sanitation (6); reports of the independent expert on the question of human rights and extreme poverty (6); reports of the independent expert on minority issues (6); reports of the Representative of the Secretary-General on the human rights of internally displaced persons (8); reports of the Special Rapporteur on adequate housing (6); reports of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance (10); reports of the Special Rapporteur on contemporary forms of slavery, including its causes and consequences (6); reports of the Special Rapporteur on extrajudicial, summary or arbitrary executions (8); reports of the Special Rapporteur on freedom of religion or belief (8); reports of the Special Rapporteur on the human rights of migrants (8); reports of the Special Rapporteur on the independence of judges and lawyers (8); reports of the Special Rapporteur on the adverse effects of the illicit movement and dumping of toxic and dangerous products and wastes on the enjoyment of human rights (5); reports of the Special Rapporteur on the effects of economic reform policies and foreign debt (6); reports of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism (8); reports of the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression (10); reports of the Special Rapporteur on the question of torture and other cruel, inhuman or degrading treatment or punishment (9); reports of the Special Rapporteur on the right to education (6); reports of the Special Rapporteur on the right to food (6); reports of the Special Rapporteur on the right to health (6); reports of the Special Rapporteur on the sale of children, child prostitution and child pornography (6); reports of the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people (6); reports of the Special Representative of the Secretary-General on the situation of human rights defenders (8); reports of the Special Rapporteur on trafficking in persons, especially in women and children (6); reports of the Special Rapporteur on violence against women, its causes and consequences (8); reports of the Working Group on Arbitrary Detention: opinions and missions (8); reports of the Working Group on Enforced or Involuntary Disappearances (4); reports of the Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination (6); reports of the Working Group on Communications (4); reports of the Working Group on Situations (4); report of the closed meetings of the Human Rights Council convened in connection with the complaint procedure (4); reports on the annual meeting of special rapporteurs, special representatives, independent experts and chairpersons of working groups (2); reports of the Secretary-General on human rights and thematic procedures (2); stand-alone reports of special sessions of the Human Rights Council (6); stand-alone reports of the Human Rights Council at

each session, including reports on the consideration of the universal periodic review outcome (6); statistical reports of the Human Rights Council (6); written replies from Governments (70); written statements of non-governmental organizations (400);

c. Assistance to representatives, rapporteurs: assistance to special representatives, rapporteurs: provision of assistance to independent experts of the Human Rights Council and to the Working Group on Enforced or Involuntary Disappearances, the Working Group on Arbitrary Detention and the Working Group on mercenaries (35);

(iii) Human Rights Council, Advisory Committee:

a. Substantive servicing of meetings: plenary meetings of the Advisory Committee (40);

b. Parliamentary documentation: annotations to the provisional agenda of the Advisory Committee (2); reports of experts to the Advisory Committee (8); reports of the Advisory Committee (2);

(b) Other substantive activities (regular budget and extrabudgetary):

(i) Technical material: maintenance of OHCHR Internet, Extranet and Intranet web pages on the work of the special procedures and on the Human Rights Council, the thematic database for special procedures communications and a database on enforced disappearances (6), and of additional information and communications tools developed for the proposed new Division (8);

(ii) Promotion of legal instruments: preparation of communications sent by special rapporteurs and representatives, experts and working groups mandated by policymaking bodies on behalf of alleged victims of human rights violations (2);

(iii) Fact-finding missions: provision of assistance to the independent expert under the Council's complaint procedure (1);

(iv) Seminars for outside users: briefings of Members States and United Nations entities on procedural issues relating to the Human Rights Council and its subsidiary bodies and working groups (6); pre-session and post-session briefings by the Secretary of the Council to non-governmental organizations (12).

Table 23.21 **Resource requirements: subprogramme 4**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	16 614.9	22 789.5	67	69
Non-post	4 937.3	5 576.3	—	—
Subtotal	**21 552.2**	**28 365.8**	**67**	**69**
Extrabudgetary	8 843.9	10 292.4	31	31
Total	**30 396.1**	**38 658.2**	**98**	**100**

23.95 The amount of $22,789,500, reflecting a net increase of $6,174,600, provides for the 69 posts indicated in table 23.21, consisting of: (a) the continuation of 66 posts (58 Professional and above and 8 General Service); (b) the inward redeployment of one D-2 post from subprogramme 2, Supporting human rights treaty bodies; and (c) the establishment of two new P-3 posts for Human Rights Officers with specific expertise in the subject matter of contemporary forms of slavery, its causes and consequences, and regarding the issue of human rights obligations related to access to safe drinking water and sanitation. The outward redeployment of one General Service (Other level) post to subprogramme 2 also affects the estimates under this subprogramme.

23.96 Non-post resources totalling $5,576,300, reflecting a net increase of $639,000, provide for other staff costs, consultants, travel of representatives and staff, and other operational costs. The net increase of $639,000 is the result of additional requirements for the travel of representatives and staff and consultants due to the increased number of mandates, offset by decreases for general temporary assistance and for independent expertise during field missions, in view of the additional posts established in the biennium 2008-2009, and operating expenses and grants and contributions.

23.97 The subprogramme is also supported by 31 posts (22 Professional and 9 General Service) funded by extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights and estimated at $9,544,800, reflecting an increase of $1,117,400, will continue to be used to complement regular budgetary resources in order to achieve the main objectives of the subprogramme, such as provision of assistance to the independent expert under the Council's complaint procedure, briefings of Member States and United Nations entities on procedural issues, pre-session and post-session briefings to non-governmental organizations, and maintenance of special procedures databases and websites.

23.98 It is estimated that extrabudgetary resources of $393,600 will be available under the Voluntary Trust Fund for Participation in the Universal Periodic Review. The Trust Fund provides funding for the participation of developing countries, particularly the least developed countries, in the Human Rights Council's universal periodic review process and will be administered jointly with the Trust Fund for Financial and Technical Assistance for the Implementation of the Universal Periodic Review. The effectiveness of the two funds will be mutually reinforcing as developing countries, particularly the least developed countries, become more fully engaged in the universal periodic review process and build the capacity to implement the results of the universal periodic review.

23.99 It is also estimated that extrabudgetary resources of $354,000 will be available under the voluntary Trust Fund for Financial and Technical Assistance for the Implementation of the Universal Periodic Review. The purpose of the Trust Fund is to provide, in conjunction with multilateral funding mechanisms, a source of financial and technical assistance that will enable countries to implement recommendations emanating from the universal periodic review in consultation with, and with the consent of, the country concerned. During the biennium 2010-2011, resources will be used for travel of staff to provide technical assistance to countries to implement recommendations emanating from the Universal Periodic Review mechanism.

D. Programme support

Resource requirements (before recosting): $11,899,100

23.100 The programme support services provided by the Programme Support and Management Services relate to financial and human resources planning and management, general administration and information management and technology. A number of additional functions are performed with respect to extrabudgetary activities. The Programme Support and Management Services consists of five organizational entities, namely, the Finance and Budget Section, the Human Resources

Management Section, the General Administrative Services Section, the Information Management and Technology Section and the Staff Development Unit.

Outputs

23.101 During the biennium 2010-2011, the following outputs will be delivered:

(a) Support services:

(i) Overall management: provision of managerial advice, guidance and oversight of OHCHR resources; preparation and coordination of responses to reports and recommendations by oversight bodies (OIOS, Board of Auditors and Joint Inspection Unit);

(ii) Recruitment and staff administration: provision of advice to management on human resources management policies, procedures and practices and on measures to implement relevant General Assembly resolutions and directives of the Office of Human Resources Management; post classification advice and support; succession planning; selection, recruitment and placement of staff; implementation of staff rotation policies; staff administration; recruitment and administration of consultants, individual contractors and interns; participation in staff-management consultation mechanisms and liaison with staff representatives; management of the performance appraisal system; administration of justice; provision of personal and career counselling services to staff members, including stress management and resolution of disputes and conflicts; monitoring of and reporting on human resources management issues;

(iii) Budgeting and financial management: provision of guidelines and support services to programme managers in the area of planning and budgeting; coordination of budget preparation and processing for OHCHR for the biennium 2012-2013; preparation and processing of statements of financial implications for policymaking organs; processing requests for revision of regular budgetary allotments, including activities under the regular programme of technical cooperation and other accounts; financial control and approval of all OHCHR regular budgetary allotments, processing of allocations to other United Nations entities and of grants to non-profit organizations; control of the staffing table; maintenance of accounts, financial disbursements, accounting and reporting for all regular budgetary and extrabudgetary accounts; control over expenditure and processing of charges incurred in the field; preparation of budget performance reports; ensuring that voluntary contributions are allocated and utilized effectively, full respecting donor requirements; financial input to the strategic management plan, the mid-year and end-of-year reviews and the annual report to donors in a timely manner; provision of advice and support to senior management in relation to the use of extrabudgetary resources; ensuring that decisions by senior management on the allocation of extrabudgetary resources are implemented in a timely manner; provision of timely information on implementation rates and funding requirements; development and implementation of new information systems and tools to reflect OHCHR requirements in regard to extrabudgetary resources; review and clearance of donor agreements in a timely manner while respecting the Financial Regulations and Rules of the United Nations;

(iv) General administrative services: commercial and procurement services for OHCHR in Geneva and in the field; transportation and travel services; shipping; contracts and legal services; facilities management and maintenance; archives and records management; registration and distribution of all official correspondence, stores and property control and inventory management;

(v) Information technology management: efficient and effective tools and environment for information management for OHCHR as a whole; strengthened information management and technology development capacity; consolidated and integrated information management and technology systems and high standard information management and technology services; up-to-date information, communication and technology infrastructure, including desktop, server and communication facilities at headquarters and in the field; efficient help desk and technical support services; available and reliable human rights application systems, with incorporated security and confidentiality, for the protection and promotion of human rights, the monitoring and analysis of human rights situations and for the United Nations human rights bodies and mechanisms; operational office systems covering the areas of resource planning and management, content management and administration, documentation and processing management, and relationship and case management; accessible and searchable websites, including the Internet, Extranet and Intranet sites; and well-organized governance and centralized management of information management and technology;

(vi) Staff development: learning and staff development policy, supported by the implementation of an appropriate strategy that is linked to the strategic management plan; and delivery of substantive subprogrammes and of more efficient administrative support to human rights policymaking organs, executive direction and subprogrammes, with a focus on specific learning priorities for headquarters and field staff.

Table 23.22 **Resource requirements: programme support**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Post	8 684.2	9 213.3	32	32
Non-post	3 047.6	2 685.8	—	—
Subtotal	**11 731.8**	**11 899.1**	**32**	**32**
Extrabudgetary	34 494.3	31 879.7	52	51
Total	**46 226.1**	**43 778.8**	**84**	**83**

23.102 The amount of $9,213,300, reflecting an increase of $529,100, provides for the continuation of the 32 posts indicated in table 23.22 (16 Professional and above and 16 General Service). The increase of $529,100 relates to the delayed impact of three posts approved in the biennium 2008-2009.

23.103 Non-post resources totalling $2,685,800 for the operations of the Office, reflecting a net decrease of $361,800, provide for other staff costs, travel of staff, contractual services, and other general operating requirements. The net decrease relates mainly to reduced requirements based on expenditure patterns for other staff costs, contractual arrangements for data-processing services, and other general operating expenses, offset by the anticipated increase in usage of the services of the International Computing Centre, and travel of staff.

23.104 Extrabudgetary resources under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $3,043,300, are used to strengthen the capacity of the Programme Support and Management Services and provide for the entire range of services provided by the programme support component.

23.105 Extrabudgetary resources estimated at $28,836,400 are also expected to be earned from the support services provided. Such extrabudgetary resources will continue to finance the cost of the 51 staff assigned to the administration of OHCHR, as well as the common services provided to OHCHR by the United Nations Office at Geneva on a reimbursable basis and which pertain to activities financed from extrabudgetary contributions. The majority of the support staff assigned to the various sections of the Programme Support and Management Services will be financed from such resources.

E. Committee on Missing Persons in Cyprus

Resource requirements (before recosting): $1,140,900

23.106 The Committee on Missing Persons in Cyprus was established in April 1981 by an agreement between the Greek Cypriot and Turkish Cypriot communities in Cyprus. The Committee is composed of one member appointed by each of the two communities and a third member selected by the International Committee of the Red Cross and appointed by the Secretary-General.

23.107 The overall objective of the Committee is to ascertain the fate of persons reported missing following intercommunal fighting (1963/64) and the events of July 1974. In addition, following the 31 July 1997 agreement between the leaders of both communities, the Committee was entrusted with facilitating exchanges of information on known burial sites and arranging for the exhumation, identification and return of the remains of Greek Cypriot and Turkish Cypriot missing persons. The decisions of the Committee are taken by consensus to the extent possible. In case of disagreement, the third member consults the other two members in an attempt to bridge their views and reach a consensus. The Committee holds an average of 40 formal meetings per year.

23.108 The Committee began its work in May 1984 after having agreed on its procedural rules. The agreed terms of reference of the Committee call upon it to look into cases of persons reported missing in the intercommunal fighting as well as in the events of July 1974 and their aftermath. The Committee is expected to use its best efforts to draw up comprehensive lists of missing persons of both communities, specifying as appropriate whether they are alive or dead and, in the latter case, the approximate date of death. The office of the third member is to play a prominent role in the investigative processes involved.

23.109 The United Nations is responsible only for the expenses of the third member, his or her two assistants and the miscellaneous operating expenses of their office. The provisions in the proposed programme budget for the biennium 2010-2011 reflect continuity in the current levels of activity of the Committee related to the launching in August 2006 of its project on the exhumation, identification and return of the remains of missing persons in Cyprus. The project is expected to continue at the current level of activity for approximately five to seven years. While the project itself is financed under a separate budget and managed by the United Nations Development Programme, the level of activity associated with it impacts directly on the future financial requirements for the office of the third member of the Committee. The estimates also cover the traditional activities of the office of the third member in relation to mediation work, the completion of investigations and the operations of the Committee secretariat.

23.110 The office of the third member, as the Committee secretariat, is in charge of the overall operational coordination of the newly launched project on the exhumation, identification and return of the remains of missing persons, which is managed by the United Nations Development Programme. It is accountable to the Department of Political Affairs at United Nations Headquarters. The third member nonetheless works in close consultation with the Special Representative of the Secretary-General in Cyprus. The office of the third member ensures the smooth running of the delicately

balanced bicommunal component of the project, including a team of 20 locally recruited Greek Cypriot and Turkish Cypriot scientists, and its supervision by an international forensic group which acts as quality controller. The office of the third member is responsible for fund-raising of extrabudgetary resources.

Table 23.23 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To make progress towards the conclusion of the outstanding cases of missing persons in Cyprus — 1,493 Greek Cypriots and 502 Turkish Cypriots on the original list of the Committee on Missing Persons in Cyprus, and over 700 additional Greek Cypriot cases formally added in 2008 and some 20 Turkish Cypriot cases formally added in 2007 (in the majority of the cases added, the missing persons are known to be dead; their remains might be recovered in the exhumation process and the cases had therefore to be incorporated in the programme).

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Continue running the project on exhumation, identification and return of remains of missing persons	(a) Increase in exhumations, anthropological analysis, genetic matching and return of remains *Performance measures*: 2006-2007: 12 per cent Estimate 2008-2009: 22 per cent Target 2010-2011: 32 per cent
(b) Ensure that the investigative work of the Committee on Missing Persons in Cyprus regarding missing persons whose remains cannot be found are kept on the agenda	(b) Resumption of investigations for the remainder of the cases of missing persons whose remains will not have been located *Performance measures*: 2006-2007: not available Estimate 2008-2009: to be determined Target 2010-2011: to be determined
(c) Raise funding of over US$ 3 million a year from donor countries, international organizations etc. for the project on the exhumation, identification and return of remains	(c) Four progress reports are sent to the diplomatic community in Cyprus and a total of US$ 6 million (US$ 3 million a year) is raised during the biennium *Performance measures*: 2006-2007: not available Estimate 2008-2009: to be determined Target 2010-2011: to be determined

External factors

23.111 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) the overall political climate between the two communities will remain positive; and (b) donors will display willingness and readiness to continue financing the project.

Outputs

23.112 During the biennium 2010-2011, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Substantive servicing of meetings: servicing of meetings of the Committee on Missing Persons in Cyprus (80);

(ii) Parliamentary documentation: contribution to reports to the Security Council;

(b) Other substantive activities (regular budget/extrabudgetary):

(i) Good offices, fact-finding and other special missions on behalf of the Secretary-General: 200 exhumations carried out throughout the island; 300 presumptive identifications of human remains performed by the scientific bicommunal team at the Committee's anthropological laboratory in the United Nations Protected Area in Nicosia; 300 genetic identifications of human remains performed by the scientific bicommunal team at the DNA laboratory of the Cyprus Institute of Neurology and Genetics in Nicosia; 300 sets of mortal remains returned to families; 100 investigations carried out by the Committee on Missing Persons in Cyprus to solve cases of missing persons whose remains have not been found;

(ii) Fund-raising by the Committee on Missing Persons in Cyprus of approximately US$ 3 million per annum for the project on the exhumation, identification and return of the remains of missing persons.

Table 23.24 **Resource requirements: Committee on Missing Persons in Cyprus**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2008-2009*	*2010-2011 (before recosting)*	*2008-2009*	*2010-2011*
Regular budget				
Non-post	740.9	1 140.9	—	—
Subtotal	**740.9**	**1 140.9**	—	—
Extrabudgetary	—	—	—	—
Total	**740.9**	**1 140.9**	—	—

Resource requirements (before recosting): $1,140,900

23.113 Of the amount of $1,140,900, an amount of $1,087,100 is required for: (a) general temporary assistance for the fees of the United Nations member of the Committee on Missing Persons in Cyprus (the third member) at the D-1 level, the first assistant to the third member at the P-4 level, who acts as the formal Secretary of the Committee and two General Service staff, one serving as an Administrative Assistant and the other as a Research Assistant ($1,047,100); and (b) other personnel-related costs ($40,000).

23.114 Other non-post resources of $53,800 would be required for contractual services and other operating expenses.

Table 23.25 **Summary of follow-up action taken to implement relevant recommendations of the oversight bodies**

Brief description of the recommendation	*Action taken to implement the recommendation*
Advisory Committee on Administrative and Budgetary Questions (A/63/526 and Corr.1)	
The Advisory Committee notes the steps taken by the Office of the High Commissioner. It believes, however, that further progress is required in order that it may respond fully to the request of the General Assembly contained in paragraph 98 of its resolution 62/236. Given the nature of the work done by the Office, the Committee is of the view that it is essential for the Office to have broad geographical representation among its staff. The Committee suggests that, in order to further the objectives of the Assembly, the Secretary-General may wish to report on how progress in the area of geographical representation is measured and achieved, including through the use of the senior managers' compacts, human resources action plans and outreach activities (para. 89).	The strategy of the High Commissioner to improve geographical diversity in the Office has been twofold. The first step was to expand the pool of qualified candidates from the widest possible range of countries and backgrounds. OHCHR undertook a range of actions to achieve this goal, such as targeted advertising in widely read international periodicals and distributing vacancy announcements through a worldwide mailing list of approximately 1,300 governmental institutions, international organizations, non-governmental organizations, permanent missions, national human rights institutions and academic institutions. In addition, measures were developed for closer collaboration in recruitment activities with United Nations country teams, OHCHR field offices, permanent missions in Geneva and local partners in the field. There are indications that this element of the strategy is bearing fruit in expanding the pool of candidates from outside the United Nations Secretariat. A review of posts circulated in 2005 prior to the launch of this strategy showed that, on average, 8.85 per cent of eligible candidates had not previously been employed by the Secretariat. A similar review of comparable posts advertised after the launch of the strategy showed that the share of candidates without prior Secretariat employment had tripled to an average of 26 per cent. The second element of the strategy was to capitalize on the expanded pool of candidates in the selection phase. It was in this context that the High Commissioner released procedures and a framework for improving geographical diversity, which included a mechanism to review the recruitment process in each and every case prior to final selection in order to ensure that every effort has been made to identify and select qualified candidates from targeted countries and regions, in full consideration of and adherence to the Staff
The Advisory Committee points out that the policies governing staff selection and geographical distribution apply to the Secretariat as a whole. It further points out that the system of geographic ranges relates to individual countries (see, inter alia, General Assembly resolution 61/244, sect. X, para. 10). In this connection, the Committee notes that the table in paragraph 8 of the report of the Secretary-General (A/63/204) illustrates staff representation in the Office by regional group. The Committee therefore recommends that the Assembly request the Secretary-General to include in future reports statistical information on geographical distribution by country (para. 90).	

Brief description of the recommendation	*Action taken to implement the recommendation*
	Regulations and Rules. A human rights national competitive examination was held in 2008 and, at the request of OHCHR, the Office of Human Resources Management focused on inviting participation in the examination from eligible countries in regions that required improved representation in OHCHR. Of the 49 Member States invited to participate, 41 responded with applications. Eventually, 236 candidates sat for the examination in February 2008. The grading of the examinations has been completed and the list of successful candidates will be released by OHRM in the near future. The Office has also received support at the legislative level. In 2006, the General Assembly, on the recommendation of its Third Committee, adopted resolution 61/159, in which it decided on a number of measures to redress the geographical imbalance of OHCHR, including the establishment of a temporary mechanism whereby recruitment for extrabudgetary posts at the P-2 level would not be restricted to successful candidates from the national competitive examination. In its resolution 61/244, the General Assembly requested the Secretary-General to present, in consultation with OHCHR, proposals to address the imbalance in the geographical distribution of the staff in the Office. Following extensive consultations between OHCHR and the Office of Human Resources Management, the Secretary-General submitted to the General Assembly a report (A/61/823) in which several concrete measures were laid out, such as requesting an exemption from the national competitive recruitment examination process for posts at the P-2 and P-3 levels, and a commitment to more selectively targeting countries for inclusion in the examinations scheduled for 2008. A follow-up report was submitted to the General Assembly at its sixty-third session (A/63/204).
Advisory Committee on Administrative and Budgetary Questions (A/62/7 and Corr.1)	
The Committee understands that OHCHR must focus for the time being on improving its management structure and has commented extensively on this issue in paragraphs VI.1-8 of its first report on the proposed	The proposed programme budget for the biennium 2010-2011 provides for the strengthening of the regional offices through improved coordination, annual regional and subregional consultations, training activities, the issuance of standard

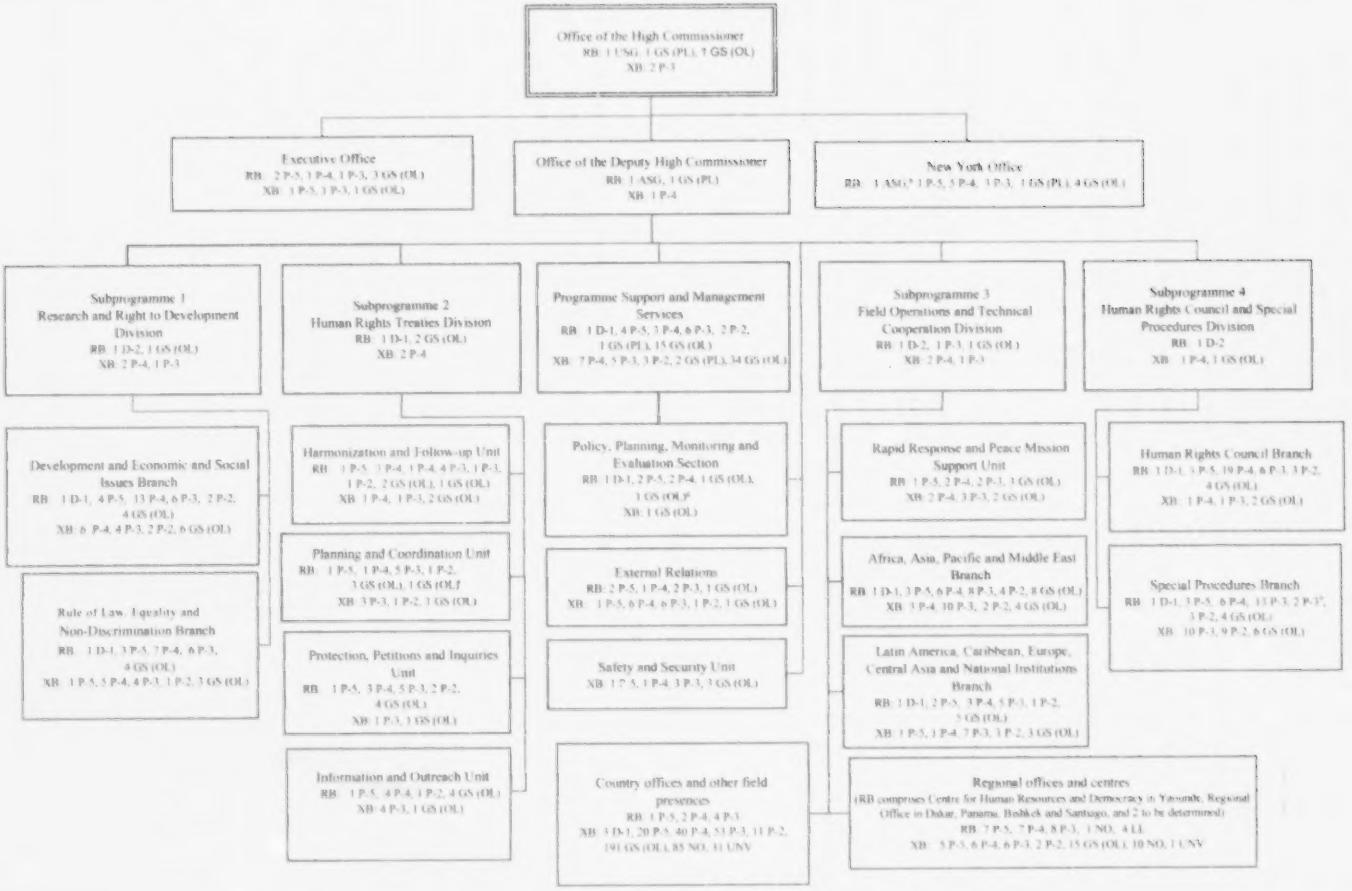
Brief description of the recommendation	*Action taken to implement the recommendation*
programme budget for the biennium 2006-2007 (A/60/7 and Corr.1). The Committee stresses, however, the importance of adequate and stable staffing for its regional and field offices through the regular budget as well as extrabudgetary funding. Thus, while the Committee supports most of the requests for posts under the programme of work, as well as those requested under programme support, it trusts that the next budget submission for OHCHR will concentrate on the Office's field presences (para. VI.10).	operating procedures, guidelines and policies specific to the field presences, additional extrabudgetary resources and increased mobility of staff between headquarters and the field presences.
Board of Auditors (A/63/5, vol. I, chap. II)	
The Board recommends that the Administration strengthen the resources dedicated to the selection of candidates for positions in OHCHR (para. 294).	The methodology used by the Board of Auditors in determining the period in which a post remains vacant is not consistent with the reporting methodology applied by the Office of Human Resources Management, which takes into consideration the many factors affecting recruitment and thus provides a better indication of actual performance. Under the approved methodology, OHCHR performance at the same point was less than half the figure discussed by the Board of Auditors. Nevertheless, OHCHR continues to strive to improve its recruitment efforts through better internal procedures and training. The Office has made significant progress in regard to recruitment planning and monitoring. Vacancies are monitored and tracked throughout the entire recruitment process to ensure their timely progress and to identify and address possible bottlenecks. The administrative and human resources management services provided to programme managers with the strengthening of the administration in the current biennium have enabled OHCHR to maintain the pace of recruitment while continuing efforts aimed at improving geographical diversity. As noted by the Advisory Committee on Administrative and Budgetary Questions, OHCHR is serviced by the United Nations Office at Geneva, the capacity of which has continued to be strained by the heavy volume of recruitment activity pertaining to OHCHR. OHCHR continues to work in close

Brief description of the recommendation	*Action taken to implement the recommendation*
	cooperation with the United Nations Office at Geneva to improve the support it provides. In this regard, OHCHR has reduced the time required to fill professional vacancies to approximately 244 days in the 2006-2007 biennium, and intends to reduce this parameter to 230 days in 2008-2009 and to 210 days in 2010-2011, under the methodology for measurement used for the proposed programme budget for the biennium 2010-2011, which was communicated to departments by the Assistant Secretary-General of the Office of Human Resources Management.
Joint Inspection Unit (JIU/A/62/845)	
OHCHR should undertake deliberate measures to link the budget and planning process to results and managerial performance, in line with a results-based management approach, as part of a more rigorous monitoring and evaluation framework (recommendation 1).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras. 6-10).
The General Assembly should instruct the High Commissioner to seek the advice and the views of the Human Rights Council in the preparation of the proposed strategic framework and the associated budget requirements for human rights activities, prior to the finalization of these documents (recommendation 2).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras. 11-13). The High Commissioner for Human Rights requested members of the Human Rights Council to forward their comments on programme 19 of the proposed strategic framework for the period 2010-2011 prior to its consideration by the Committee for Programme and Coordination.
OHCHR should establish an appropriate Board of Trustees for the voluntary fund to support the activities of OHCHR, which would review and approve the specific projects and activities to be financed by the fund (recommendation 3).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras. 14-16).
The General Assembly should establish a reasonable balance between the regular budget of OHCHR and the voluntary contributions that could be accepted in support of human rights-related activities (recommendation 4).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, para. 18).

Brief description of the recommendation	*Action taken to implement the recommendation*
In order to broaden the donor base, the High Commissioner for Human Rights should increase the dialogue with representatives from non-traditional donor countries, with a view to expanding their participation in financing human rights activities (recommendation 5).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, para. 19). OHCHR achieved a significant expansion in its donor base in 2008, with more donors from groups other than the Group of Western European and Other States contributing than in previous years and an influx of donors that had never or only rarely made a voluntary contribution in the past. A total of 83 Member States made voluntary contributions to OHCHR in 2008. This compares with the 64 Member States that contributed in 2007 and 61 in both 2006 and 2005. In 2008, increased diversity was seen among donors: of the 83 Member States that contributed, 30 are from the Group of Western European and Other States and 53 are from other regional groups (19 from the Group of Asian States, 16 from the Group of Eastern European States, 13 from the Group of Latin American and Caribbean States and 5 from the Group of African States). Of the 83 contributing Member States, 9 had not previously made a contribution. The expansion in the donor base follows a concerted effort to appeal to non-donors, which included letters addressed by the High Commissioner to all Member States and a dialogue initiated with non-donors through their diplomatic missions in Geneva and New York.
The General Assembly should instruct OHCHR to strengthen its efforts to convince donors to continue to reduce earmarked funding or enhance the flexibility of funds, applying principles such as the principles of Good Humanitarian Donorship (recommendation 6).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras. 20-21). OHCHR has long encouraged all donors to consider providing as much funding as possible free of earmarking. OHCHR efforts in this regard have been remarkably successful, helping to engineer a dramatic shift in the balance between earmarked and unearmarked funds. In 2008, for the first time more than one half of all contributions were provided free of earmarking. This result was the culmination of a long-term trend that has seen the proportion of unearmarked funding increase, as a percentage of total funding, from 12 per cent in 2003, to 20 per cent in 2004,

Brief description of the recommendation	*Action taken to implement the recommendation*
	26 per cent in 2005, 37 per cent in 2006, 43 per cent in 2007 and 54 per cent in 2008. As of 13 November 2008, 53 per cent of 2008 contributions were not earmarked, the first time the overall balance tipped in favour of unearmarked funding.
The High Commissioner for Human Rights should inform the Human Rights Council of the voluntary contributions received by OHCHR, their allocation, and the conditionalities that may be attached to them (recommendation 7).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras. 22-23).
The General Assembly should introduce a temporary maximum level on the recruitment of new Professional staff (between the P-1 and P-5 levels) to OHCHR from overrepresented regions, until such time as a geographical balance has been reached (recommendation 8).	See the comments in the note submitted by the Secretary-General to the General Assembly (A/62/845/Add.1, paras 24-34). In 2008, OHCHR made further progress in increasing the percentage of staff from regions identified as requiring better representation in the Office. The percentage of Professional staff from Western European and Other States has declined, from 57.5 per cent in 2007 to 56.3 per cent in 2008.
Office of Internal Oversight Services (A/63/302 (Part I)/Add.1)	
In an audit of the United Nations Trust Fund on Contemporary Forms of Slavery (AE2006/331/01), OIOS noted that the Fund does not take into account assistance already provided by other international organizations to efforts to combat certain forms of contemporary slavery. OIOS recommended that OHCHR should prioritize the question of certain forms of contemporary slavery, in particular those not addressed by other international organizations and also proactively identify organizations working on the subject. OHCHR replied that a policy paper on this issue will be prepared by one of the Board members and discussed by the Board at its session in August 2008. If the Board agrees to change the policy, special provisions will be inserted in the new guidelines (para. 7).	Draft guidelines and policies were prepared by OHCHR and provisionally adopted by the Board of Trustees of the United Nations Trust Fund on Contemporary Forms of Slavery at its session in September 2008, during which the Board met with an OIOS representative in regard to the implementation of the OIOS recommendation. The revised guidelines and policies for the Fund will be presented for consideration and adoption by the Board of Trustees at its fourteenth session in September 2009.

Office of the United Nations High Commissioner for Human Rights
Organizational structure and post distribution for the biennium 2010-2011


Office of the High Commissioner
RB: 1 USG, 1 GS (PL), 7 GS (OL)
XB: 2 P-3
Executive Office
RB: 2 P-5, 1 P-4, 1 P-3, 3 GS (OL)
XB: 1 P-5, 1 P-3, 1 GS (OL)
Office of the Deputy High Commissioner
RB: 1 ASG, 1 GS (PL)
XB: 1 P-4
New York Office
RB: 1 ASG,[a] 1 P-5, 5 P-4, 3 P-3, 1 GS (PL), 4 GS (OL)
Subprogramme 1
Research and Right to Development Division
RB: 1 D-2, 1 GS (OL)
XB: 2 P-4, 1 P-3
Subprogramme 2
Human Rights Treaties Division
RB: 1 D-1, 2 GS (OL)
XB: 2 P-4
Programme Support and Management Services
RB: 1 D-1, 4 P-5, 3 P-4, 6 P-3, 2 P-2, 1 GS (PL), 15 GS (OL)
XB: 7 P-4, 5 P-3, 3 P-2, 2 GS (PL), 34 GS (OL)
Subprogramme 3
Field Operations and Technical Cooperation Division
RB: 1 D-2, 1 P-3, 1 GS (OL)
XB: 2 P-4, 1 P-3
Subprogramme 4
Human Rights Council and Special Procedures Division
RB: 1 D-2
XB: 1 P-4, 1 GS (OL)
Development and Economic and Social Issues Branch
RB: 1 D-1, 4 P-5, 13 P-4, 6 P-3, 2 P-2, 4 GS (OL)
XB: 6 P-4, 4 P-3, 2 P-2, 6 GS (OL)
Rule of Law, Equality and Non-Discrimination Branch
RB: 1 D-1, 3 P-5, 7 P-4, 6 P-3, 4 GS (OL)
XB: 1 P-5, 5 P-4, 4 P-3, 1 P-2, 3 GS (OL)
Harmonization and Follow-up Unit
RB: 1 P-5, 3 P-4, 1 P-4, 4 P-3, 1 P-3, 1 P-2, 2 GS (OL), 1 GS (OL)
XB: 1 P-4, 1 P-3, 2 GS (OL)
Planning and Coordination Unit
RB: 1 P-5, 1 P-4, 5 P-3, 1 P-2, 3 GS (OL), 1 GS (OL)[c]
XB: 3 P-3, 1 P-2, 1 GS (OL)
Protection, Petitions and Inquiries Unit
RB: 1 P-5, 3 P-4, 5 P-3, 2 P-2, 4 GS (OL)
XB: 1 P-3, 1 GS (OL)
Information and Outreach Unit
RB: 1 P-5, 4 P-4, 1 P-2, 4 GS (OL)
XB: 4 P-3, 1 GS (OL)
Policy, Planning, Monitoring and Evaluation Section
RB: 1 D-1, 2 P-5, 2 P-4, 1 GS (OL), 1 GS (OL)[c]
XB: 1 GS (OL)
External Relations
RB: 2 P-5, 1 P-4, 2 P-3, 1 GS (OL)
XB: 1 P-5, 6 P-4, 6 P-3, 1 P-2, 1 GS (OL)
Safety and Security Unit
XB: 1 P-5, 1 P-4, 3 P-3, 3 GS (OL)
Country offices and other field presences
RB: 1 P-5, 2 P-4, 4 P-3
XB: 3 D-1, 20 P-5, 40 P-4, 53 P-3, 11 P-2, 191 GS (OL), 85 NO, 31 UNV
Rapid Response and Peace Mission Support Unit
RB: 1 P-5, 2 P-4, 2 P-3, 3 GS (OL)
XB: 2 P-4, 3 P-3, 2 GS (OL)
Africa, Asia, Pacific and Middle East Branch
RB: 1 D-1, 3 P-5, 6 P-4, 8 P-3, 4 P-2, 8 GS (OL)
XB: 3 P-4, 10 P-3, 2 P-2, 4 GS (OL)
Latin America, Caribbean, Europe, Central Asia and National Institutions Branch
RB: 1 D-1, 2 P-5, 3 P-4, 5 P-3, 1 P-2, 5 GS (OL)
XB: 1 P-5, 1 P-4, 7 P-3, 3 P-2, 3 GS (OL)
Regional offices and centres
(RB comprises Centre for Human Resources and Democracy in Yaounde, Regional Office in Dakar, Panama, Bishkek and Santiago, and 2 to be determined)
RB: 7 P-5, 7 P-4, 8 P-3, 1 NO, 4 LL
XB: 5 P-5, 6 P-4, 6 P-3, 2 P-2, 15 GS (OL), 10 NO, 1 UNV
Human Rights Council Branch
RB: 1 D-1, 3 P-5, 19 P-4, 6 P-3, 3 P-2, 4 GS (OL)
XB: 1 P-4, 1 P-3, 2 GS (OL)
Special Procedures Branch
RB: 1 D-1, 3 P-5, 6 P-4, 11 P-3, 2 P-3[b], 3 P-2, 4 GS (OL)
XB: 10 P-3, 9 P-2, 6 GS (OL)

Abbreviations: RB, regular budget; XB, extrabudgetary; USG, Under-Secretary General; ASG, Assistant Secretary-General; GS, General Service; LL, Local level; OL, Other level; PL, Principal level; NO, National Officer; UNV, United Nations Volunteer.

[a] New posts for 2010-2011.

[b] Reclassified.

[c] Redeployment, internally.

Annex

Outputs produced in 2008-2009 not to be carried out in the biennium 2010-2011

A/62/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
Subprogramme 1, Human rights mainstreaming, right to development, research and analysis			
23.57 (a) (iii) a.	Substantive servicing of the meetings of the open-ended working group on an optional protocol to the International Covenant on Economic, Social and Cultural Rights	40	The Optional Protocol was adopted by the General Assembly in its resolution 63/117.
23.57 (a) (iii) b.	Reports of the working group on an optional protocol to the International Covenant on Economic, Social and Cultural Rights	2	As above
23.57 (c) (i)	Non-recurrent publications: CD-ROM entitled "Human Rights" (1); fact sheets (8) on discrimination against women: the Convention and the Committee (revision), enforced or involuntary disappearances (revision), human rights and disability, international humanitarian law and human rights (revision), national institutions for the promotion and protection of human rights (revision), the right to adequate housing (revision), the right to health, the rights of indigenous peoples (revision) and the rights of the child (revision); professional training series (6), including: Human Rights and Elections: A Handbook on the Legal, Technical and Human Rights Aspects of Elections (revision); Human rights Reporting (revision); National Human Rights Institutions: A Handbook on the Establishment and Strengthening of National Institutions for the Promotion and Protection of Human Rights (revision); and Handbook on the International Convention on the Rights of Persons with Disabilities; reference material (6); special issue papers (6); United Nations guide series (2); tools and materials on the implementation of economic, social and cultural rights and awareness-raising materials on economic, social and cultural rights (20) and on women's rights (5); online training course on the human rights responsibilities of corporations (2)	56	Non-recurrent
Subtotal		**98**	
Subprogramme 2, Supporting human rights bodies and organs			
23.66 (a) (iii) a.	Substantive servicing of the meetings of the open-ended working group on an optional protocol to the International Covenant on Economic, Social and Cultural Rights	40	The Optional Protocol was adopted by the General Assembly in its resolution 63/117.

A/62/6, paragraph	*Output*	*Quantity*	*Reason for discontinuation*
23.66 (a) (xxiii) a.	Working Group on Minorities	20	The Working Group was replaced by the independent expert on minority issues (Human Rights Council resolutions 6/15 and 7/6)
23.66 (a) (xxiii) a.	Working Group on Contemporary Forms of Slavery	20	The Working Group was replaced by the Special Rapporteur on contemporary forms of slavery (Human Rights Council resolution 6/14)
23.66 (a) (xxiii) a.	Working Group on Indigenous Populations	20	The Working Group was replaced by an expert mechanism on the rights of indigenous peoples (Human Rights Council resolution 6/36)
Subtotal		**100**	
Subprogramme 4, Support for human rights thematic fact-finding procedures			
23.85 (a) (ii) b.	Parliamentary documentation: report of the High Commissioner on mass exodus	1	Non-recurrent output. In accordance with Commission on Human Rights resolution 2005/48, the report was submitted to the Human Rights Council at its fourth session in March 2007
Subtotal		**1**	
Total		**199**	